



Canadian Labour Economics Forum

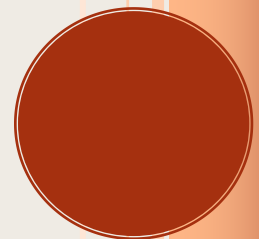
WORKING PAPER SERIES

**Dynamic of Labour Market
Concentration: Trajectory of
Immigrants in Canada**

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CLEF WP #96



Dynamic of Labor Market Concentration : Trajectory of Immigrants in Canada*

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This paper investigates the trajectory of labour market concentration among immigrants in the years following their arrival in Canada, using tax administrative data. We find that immigrants initially enter labour markets with higher concentrations of foreign-born workers. However, this concentration gradually declines over time, indicating a shift toward more competitive and diverse employment environments as immigrants integrate. These findings contribute to a broader understanding of immigrant labour market assimilation and highlight the role of labour market power in shaping their employment trajectories.

JEL Codes: J42, J61, J15, J21

Keywords: Labour market concentration, Monopsony power, Immigrant assimilation.

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1 Introduction

This chapter examines how immigrants' exposure to labour market power evolves over time. We show that newly arrived immigrants enter labour markets where immigrant employment is highly concentrated among a few firms. Over time, immigrants progressively transition into less concentrated labour markets—indicating that employer power over immigrants diminishes as they integrate.

We use comprehensive Canadian administrative tax records from the Canadian Employer-Employee Dynamics Database (CEEDD), and the Longitudinal Immigration Database (IMDB). We define local labour markets as combinations of provinces and 2-digit NAICS¹ industries. We measure labour market power through labour market concentration, which reflects the degree of employer dominance in hiring. For each market, we compute concentration for foreign-born workers using the employment-based Herfindahl–Hirschman Index (HHI). We find that immigrants enter labour markets with higher employer concentration than natives, with an average HHI of 0.063 compared to 0.035 for native-born workers, indicating that immigrant employment is about 77 % more concentrated across employers.

Using an assimilation profiles framework, we estimate how immigrants' exposure to concentrated labour markets evolves over their first decade in Canada. The specification includes a full set of years-since-arrival indicators, with the landing year as the reference point, allowing us to trace concentration trajectories non-parametrically. We find that immigrants' exposure to labour market concentration declines steadily over the first decade following arrival, for both men and women and across admission categories. Male economic immigrants see their HHI fall by approximately 27.5%, male refugees by 15.1%, female economic immigrants by 23%, and female refugees by 60% relative to their initial concentration levels. Female economic immigrants gradually transition into positions within the health care sector and therefore remain concentrated within a single industry during their upward mobility, while refugee women diversify across multiple sectors and employers.

This downward trajectory is robust to restricting the sample to a balanced panel of continuously observed immigrants, ruling out selective attrition as a driver of the result. A decomposition of the underlying mechanisms reveals that this decline is primarily driven

¹North American Industry Classification System

by within-market adjustment: conditional on province and sector, immigrants progressively transition toward less concentrated employer environments. However, immigrants simultaneously sort toward more concentrated provinces over time—partially offsetting the within-market decline.

Overall, within just one year of arrival, approximately 31% of immigrants have changed their initial market, and by year ten, about 75% have switched industries within their province—reflecting rapid early transitions and a progressive reduction in exposure to employer market power.

Related Literature Existing research linking immigration and monopsony power has predominantly focused on static framework between immigrants and natives. [Dustmann and Schönberg \(2024\)](#) analyse how migration affects wage determination under monopsony, documenting that the wage effects of immigration depend on firms’ wage-setting power and the elasticity of labour supply. [Tino \(2025\)](#) links employer concentration to the immigrant–native pay gap, showing that monopsonistic firms capture a disproportionate share of productivity gains when hiring immigrants. [Edo \(2025\)](#) connects monopsony to market efficiency, showing how the regularization of undocumented migrants can mitigate employer power by expanding workers’ outside options. A closely related line of work emphasizes the role of firms in immigrant labour market outcomes. [Dostie et al. \(2023\)](#) show that firms’ hiring and wage-setting policies contribute to the immigrant–native earnings gap.

However, a separate body of research examines how immigrants and natives are distributed across jobs and locations, focusing on how immigrants’ careers develop over time without directly considering employer power. Using U.S. data, [Chiswick et al. \(2005\)](#) find that immigrants tend to move into better jobs as they gain experience in the host country, which supports the idea that they gradually assimilate into the labour market. Examining Latino immigrants in the United States, [South et al. \(2005\)](#) show that immigrants also move between neighbourhoods and regions as part of a process of spatial assimilation, although this movement is often limited by language skills, income, and nativity. However, these studies do not connect mobility patterns to the level of labour market concentration.

This chapter connects these two literatures by jointly examining employer market power and immigrant mobility, analyzing how immigrants’ transitions across employers, sectors, and locations over time mitigate the concentration of their employment. We

thereby provide a dynamic perspective on immigrant labour market assimilation in the presence of imperfect competition.

The remainder of the paper is organized as follows. Section 2 introduces the data sources, outlines sample restrictions, and discusses Canadian immigration policy. Section 3 presents the assimilation profiles design and estimation strategy for tracking labour market concentration faced by immigrants since their entry. Section 4 presents the empirical findings and Section 5 presents the robustness checks. Finally, Section 7 summarizes our findings and provides a conclusion.

2 Immigration Context, Data and Measurement

This section describes how we measure labour market power faced by immigrants, outlines the data sources, and explains how local labour markets are defined for the analysis.

2.1 Immigration Policy in Canada

Since 1867, over 17 million immigrants have settled in Canada. The share of foreign-born individuals in Canada has increased from 14.7% in 1951 to 23.0% in 2021 ([Statistics Canada](#)).

Immigration to Canada is governed by the [Immigration and Refugee Protection Act \(IRPA\)](#) of 2002. The federal government oversees immigration policy and administration for most provinces, while Quebec exercises full control over its immigration policies under the Canada-Quebec Accord. Immigrants are categorized into two main groups: economic immigrants, and refugees. Figure 1 shows the composition of these admission categories from 1980 to 2022. Economic immigrants are those granted the right to live and work in Canada permanently, while refugee claimants are initially temporary residents whose protection status is determined by the Refugee Protection Division (RPD).



Figure 1: "Economic Categories" and "Refugees" admitted as Share of the total Immigrants admitted by year from 1980 to 2021.

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Source: Statistic Canada

2.2 Measuring Labour Market Power faced by Immigrants

We capture labour market power using standard concentration indices that reflect how employment is distributed across employers within a given market.

We use the employment-based Herfindahl–Hirschman Index (HHI) to measure the labour concentration. For each market, we calculated separately the labour concentration of each group $g \in \{\text{Immigrants, Natives}\}$, defined as:

$$\text{HHI}_m^g = \sum_j (\text{share}_{jm}^g)^2, \quad \text{where} \quad \text{share}_{jm}^g = \frac{n_{jm}^g}{\sum_j n_{jm}^g} \quad (1)$$

Here, n_{jm}^g is the number of workers from group $g \in \{\text{Immigrants, Natives}\}$ working in firm j of market m (defined as Province \times Industry). A higher HHI_m^g indicates that group $g \in \{\text{Immigrants, Natives}\}$ is concentrated among fewer employers, implying fewer job alternatives and potentially stronger monopsony power over that group (Berger et al., 2022; Azar et al., 2022).

2.3 Data Sources

2.3.1 Canadian Employer-Employee Dynamics Database

We use the Canadian Employer-Employee Dynamics Database (CEEDD), maintained by Statistics Canada, which integrates three key data sources. First, individual-level data come from annual tax files covering 95 percent of Canadian residents, including demographic information (age, sex, number of children, geographic location) and employer linkages through T4 records. Second, firm-level characteristics come from the National Accounts Longitudinal Microdata File (NALMF), including 2-digit NAICS industry classification. Third, immigrant-specific information comes from the Longitudinal Immigration Database (IMDB), which records admission category (economic vs. refugee), education at arrival, destination city, and country of birth.

2.3.2 Sample Restriction

We restrict the sample to individuals aged 18 to 60, for both foreign-born and native populations. For individual with multiple jobs within a given year, we identify the main job as the one associated with the highest annual earnings. We focus on immigrants classified as principal applicants. Finally, to ensure that we capture meaningful labour market participation, we define the start of employment as the first year in which annual earnings exceed CAD 10,000. This threshold helps exclude part-time workers with marginal labour force attachment at the landing year.

2.3.3 Summary Statistics

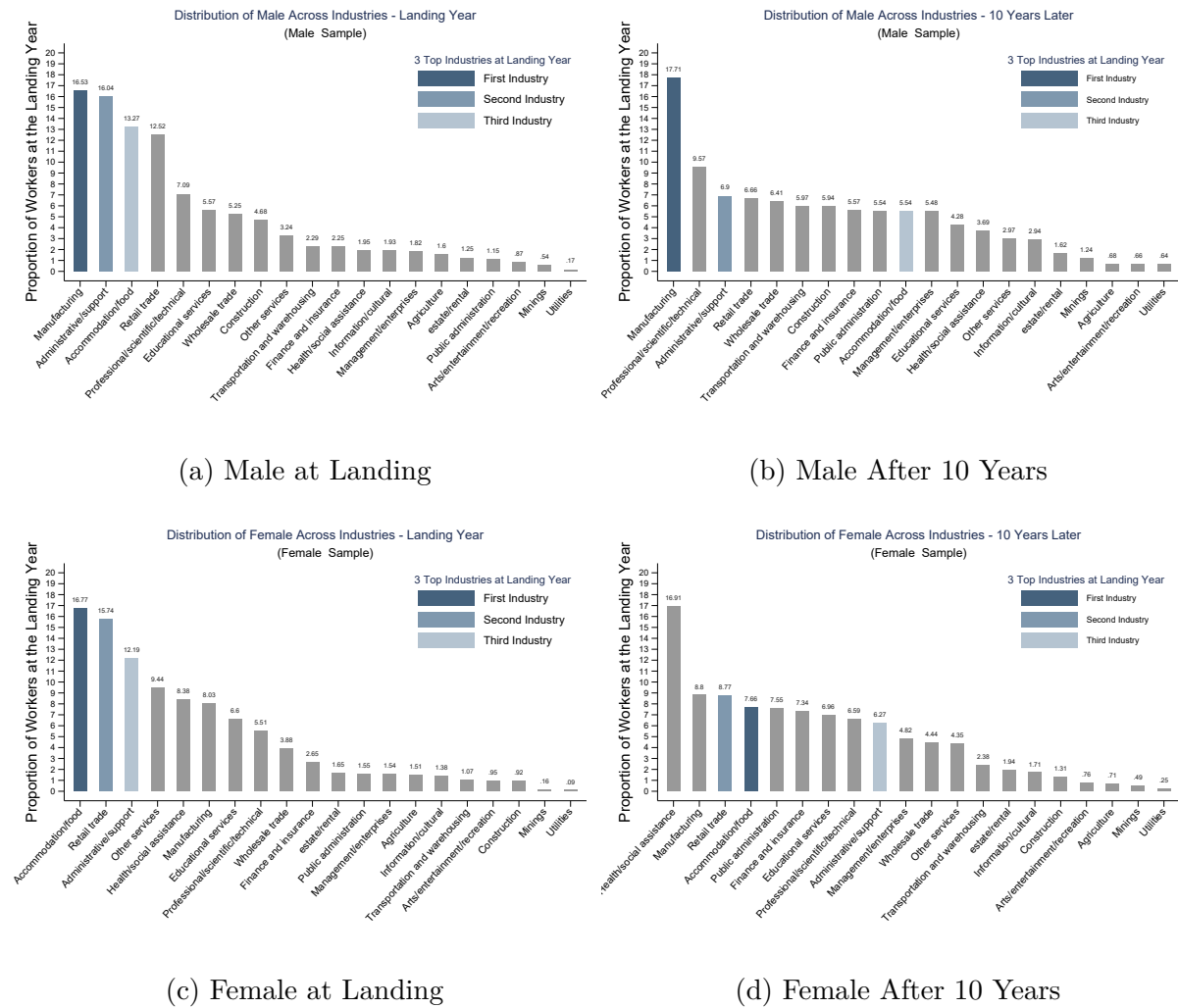
Figures 2 show the distribution of immigrant workers across industries at landing and ten years later, by gender. At landing, male immigrants concentrate in Manufacturing (16.53%), Administrative and Support Services, and Accommodation and Food Services, which together account for 45.84% of employment. Ten years later, the combined share of the top three industries declines to 34%. Economic immigrant women show similar patterns, with the top three industries' share declining from 36.77% to 24.94%.

A notable gender difference emerges in the Health industry. Among female immigrants, Health industry ranks consistently in the top five industries at both landing and ten years later, representing the only mid-to-high skill sector in the top five for women. In contrast,

the Health industry remains marginal for male immigrants at both time periods, ranking among the lowest sectors.

This shift in the industry distribution provides early evidence of sectoral diversification over time.

Figure 2: Sectoral Distribution of Immigrants by Gender at Landing and After 10 Years



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Notes: The figure shows the proportion of immigrant workers employed in each industry at landing (left panels) and 10 years post-arrival (right panels). The top three industries at landing are highlighted for reference. Industries are ranked by employment share at landing.

Source: Authors' calculations using Business Employee Analytical Microdata (BEAM), 2001–2019.

3 Empirical Strategy

This section presents our empirical strategy to analyze how immigrants' exposure to labour market concentration evolves in Canada. We begin by describing the assimilation profiles framework that traces how this exposure changes over their first decade in the host country. We then present our method for summarizing how immigrant groups' labour market concentration evolves using slope-based indicators, which provides a measure for comparing patterns across groups. We employ an assimilation profiles methodology to analyze how immigrants' exposure to employer power evolves over time since arrival. The analysis allows us to trace how immigrant workers transition from concentrated initial employment to more competitive employment opportunities as they gain experience in the host country. The empirical specification follows a standard assimilation profiles regression model:

$$HHI_{i,m,t}^g = \alpha + \sum_{\tau=0, \tau \neq 0}^k \beta_{\tau} D_{i,\tau} + X_{i,t}\gamma + \delta_p + \delta_s + \epsilon_{i,m,t}^g \quad (2)$$

where $HHI_{i,m,t}^g$ represents the HHI of group g in market m where the individual is working at time t . The event-time indicators $D_{i,\tau}$ equal one if the observation corresponds to τ years since landing for immigrant i , with the landing year ($\tau = 0$) serving as the omitted reference category.² The coefficients β_{τ} capture the dynamic effects of labour market concentration, measuring how an immigrant's exposure to labour market concentration changes relative to their baseline level in the landing year. Control variables $X_{i,t}$ include individual characteristics, while δ_p and δ_s represent province and sector fixed effects respectively.

4 Results

This section presents empirical results on immigrant labour market dynamics in Canada, focusing on employment concentration and mobility patterns. We first document the initial concentration of immigrant employment relative to native-born workers. We then examine how immigrants change jobs and locations over time, and how this mobility contributes to a broadening of their employment across industries. Finally, we analyze how

² τ is the number of years since landing in Canada, which is year of tax file t minus year of landing t_0

immigrants' exposure to employer concentration evolves over time, highlighting differences across admission categories and gender in the speed and extent of integration.

4.1 Immigrant vs. Native Labour Market Concentration

Figure 3 presents the distribution of labour concentration for Foreign-Born and Native markets between for the period 2001-2016, measured by the log of HHI. The density of markets using foreign-born individuals is noticeably shifted to the right, with a higher mean log HHI of 6.44 compared to 5.87 for natives. This suggests that immigrants are disproportionately employed in more concentrated labour markets—markets where a few employers account for a larger share of immigrants employment.

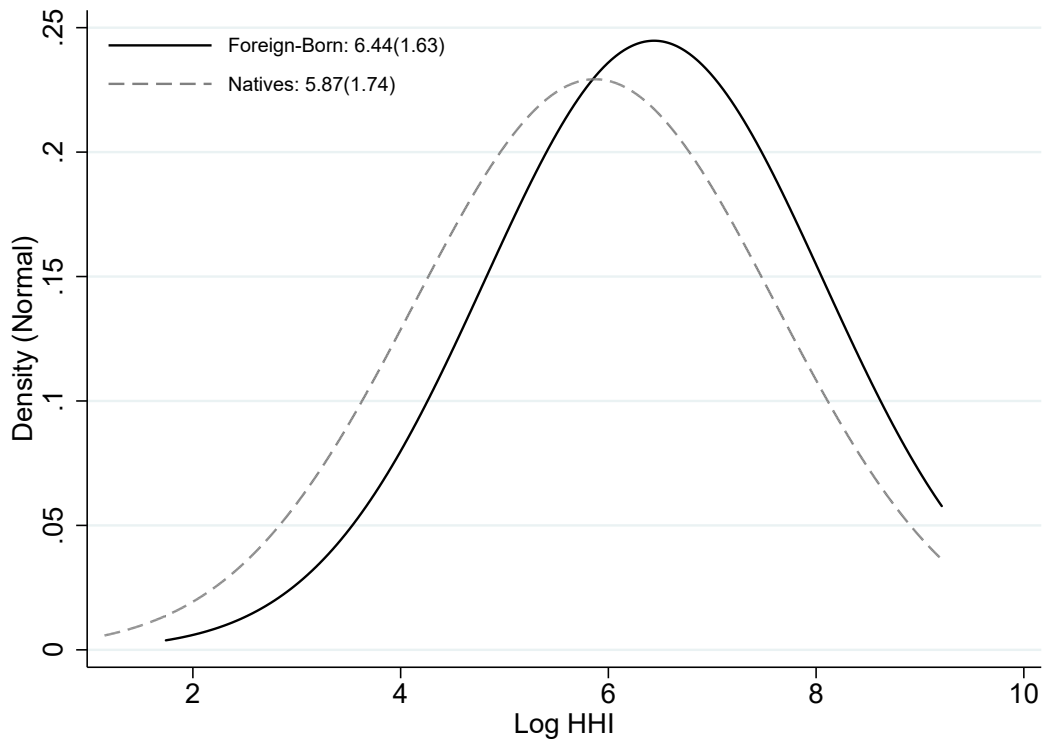


Figure 3: Distribution of labour Market Concentration: Foreign-Born vs. Natives

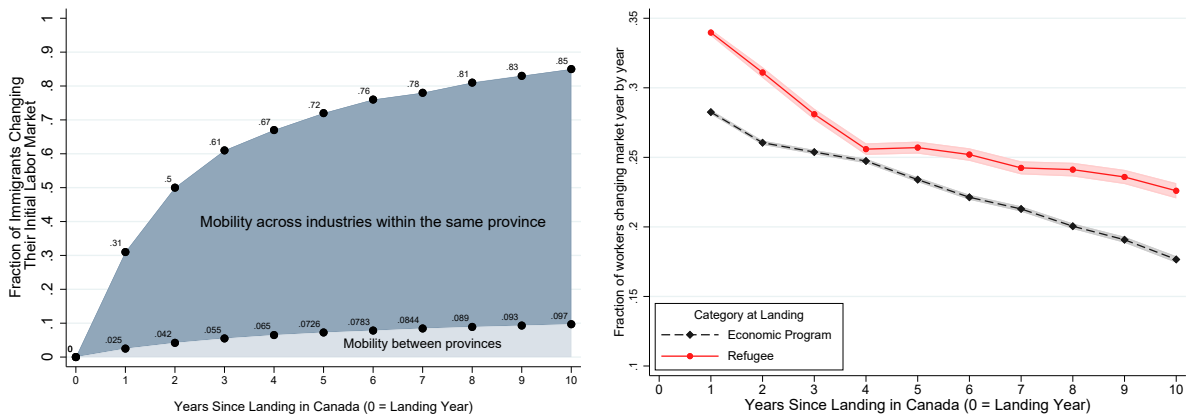
Notes: The figure shows kernel density estimates of log HHI (Herfindahl-Hirschman Index) for foreign-born and native workers. Higher HHI values indicate greater employment concentration across province-industry combinations.

4.2 Immigrant Job Mobility and Transitions After Arrival

Panel(a) of Figure 4 shows that immigrant mobility peaks in the first year after landing and gradually declines thereafter (controlling for age and calendar year). Within one year, about 31% of immigrants have changed their initial market, and by the second year roughly half have moved. This early adjustment phase is followed by a stabilization as immigrants find better job matches.

Most movements occur within provinces: by year 10, about 75% of immigrants have switched industries locally, while only around 10% have moved across provinces. Hence, mobility largely reflects sectoral rather than geographic transitions. However, this pattern raises an important question. Language barriers and jurisdictional obligations to practice in a specific region limit immigrants' options, which in turn increases their exposure to local employer market power.

Figure 4: labour Market Mobility of Immigrants Over Time



(a) Cumulative Mobility Rates

(b) Mobility by Immigration Category

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Notes: Panel (a) shows within-province and between-province mobility. Panel (b) compares economic immigrants and refugees.

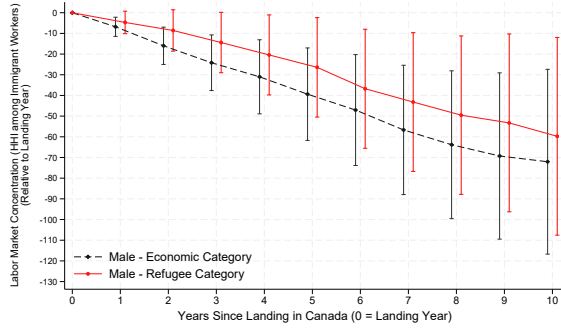
Panel(b) of Figure 4 shows the annual probability of leaving the initial labour market by years since arrival, comparing economic immigrants and refugees. In the first year,

about 34% of refugees and 28% of economic immigrants leave their initial job or industry. Mobility rates then decline steadily, falling to around 20% by year five and below 18% by year ten.

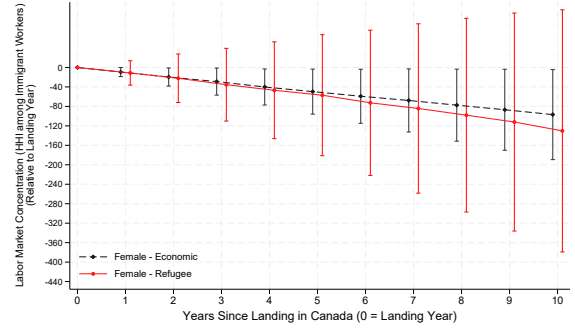
Throughout the decade, refugees consistently exhibit higher mobility, reflecting greater early labour market instability, whereas economic immigrants—selected partly for their employment prospects—show more stable trajectories from the outset.

4.3 Evolution of Immigrant Exposure to Employer Concentration

Figure 5 traces the evolution of labour market concentration for immigrants over the years since landing, using an assimilation profiles framework with separate estimates by admission category and gender. We observe a clear downward trend: immigrants' employment becomes markedly less concentrated as they spend more time in Canada. Focusing first on male immigrants, among economic migrants, the HHI decreases by 60 points within ten years after arrival, representing a 27.5% percent reduction relative to the average concentration level at landing. Male refugees follow a similar trajectory, though starting from a higher initial level of concentration. Their HHI falls by roughly 50 points over the same period—equivalent to a 15.1% reduction. Female immigrants also experience declining concentration over time, though the relative patterns by admission category differ markedly from males. Refugee women see their HHI drop by about 130 points over ten years—nearly 60% relative to their initial mean concentration level. Economic immigrant women similarly exhibit a downward trend, with a reduction of approximately 70 points, or 23%, over the same horizon.



(a) Male Immigrants



(b) Female Immigrants

Figure 5: Labour Market Concentration by Years Since Landing (HHI among Foreign-Born Workers)

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Notes: This figure plots the event-time coefficients $\hat{\beta}_\tau$ from Equation (2), estimated with province and sector fixed effects. The dependent variable is the HHI computed using foreign-born workers only. The landing year ($\tau = 0$) serves as the reference category. Panel (a) shows results for male immigrants; Panel (b) for female immigrants. Black dashed lines represent economic-category immigrants; red solid lines represent refugees. Vertical bars represent 95% confidence intervals with clustered standard errors.

Explanatory Mechanisms. Over time, immigrants' employment becomes less concentrated across markets due to several adjustment mechanisms documented in the literature. At landing, many immigrants accept "survival jobs" in lower-tier occupations (Sweetman and Warman, 2014), driven by non-recognition of foreign credentials (Picot and Sweetman, 2012), limited valuation of prior work experience (Aydemir and Skuterud, 2005), language barriers (Hou and Coulombe, 2010), and licensing rules in regulated professions (Ferrer and Riddell, 2008). As these barriers ease through host-country experience and integration, immigrants diversify their employment across provinces, sectors, and employers, reducing concentration. This diversification process is particularly pronounced among refugees, who face greater initial barriers and were not selected based on specific economic needs.

The gender differences in diversification patterns, however, reflect sector-specific labour market dynamics rather than differential integration trajectories. Canada's severe health care worker shortages, particularly for elderly care, have prompted targeted recruitment

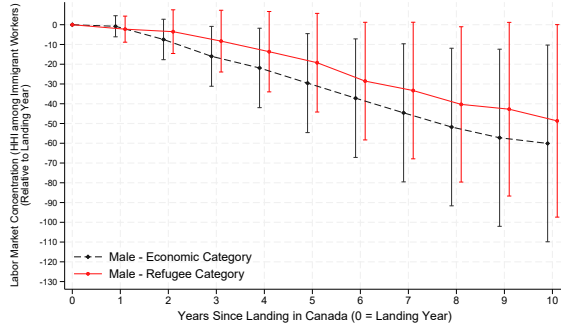
through programs like Quebec’s PEQ (Pandey and Townsend, 2011). This is reflected in immigrants’ sectoral distribution at landing: health care ranks among the top industries for economic immigrant women, but among the least represented for men, who concentrate in manufacturing and other labour-intensive sectors. Economic immigrant women gradually transition into higher-skilled health care positions over time, but because they remain concentrated within this single sector during their upward mobility, their employment concentration decreases more slowly than refugee women, who engage in broader labour market exploration across multiple sectors and employers.

5 Robustness Checks

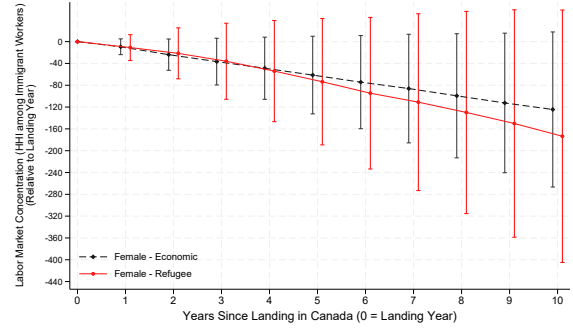
We assess the sensitivity of our main findings to alternative measurement approaches and model specifications.

5.1 Balanced Panel and Selective Attrition

A potential concern is that the dynamic assimilation profiles reflect selective attrition rather than actual mobility across employer environments: if immigrants observed for ten years differ systematically from earlier exiters, the estimated decline in concentration could be driven by compositional changes. To address this, we estimate the assimilation profiles specification on a balanced panel of immigrants continuously observed from landing through ten years post-arrival. Figure 7 presents the results by gender and admission category. The patterns closely mirror the baseline estimates: concentration declines steadily with time since landing for both men and women and across admission categories. The persistence of these patterns in the balanced panel confirms that the downward trajectory is not driven by the selective exit of highly exposed individuals.



(a) Male workers



(b) Female workers

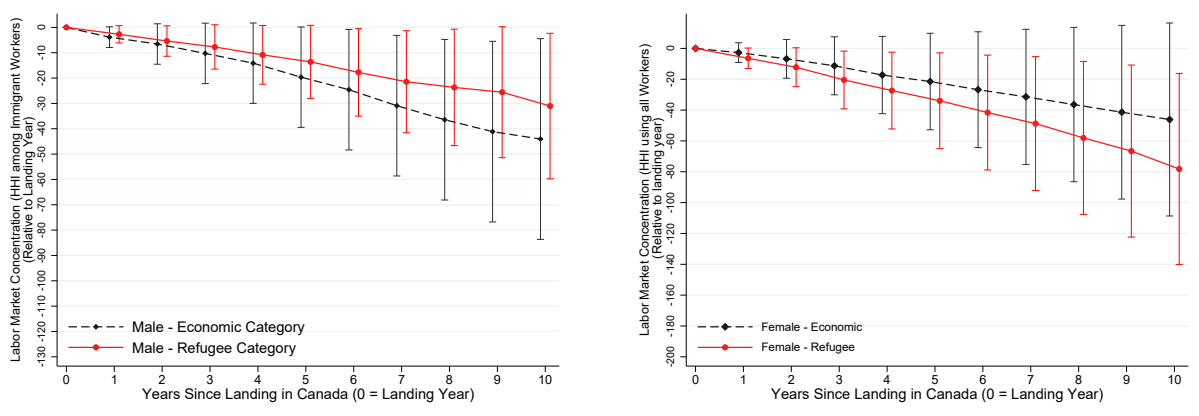
Figure 6: Labour Market Concentration by Years Since Landing

Notes: The figure shows the evolution of HHI from landing to 10 years post-arrival for economic immigrants and refugees, separately by gender. Vertical bars represent 95% confidence intervals.

5.2 Alternative HHI Measurement: All Workers

Our baseline HHI measures concentration among foreign-born workers, capturing the competitive environment specifically faced by immigrants. As a robustness check, we calculate the HHI using all workers—both native and foreign-born—to assess whether our results reflect overall market structure rather than immigrant-specific concentration patterns.

Figure 7 presents assimilation profiles estimates using this broader definition. The results closely mirror our main findings: immigrants experience declining concentration over time, with economic men diversifying steadily, refugee men at a slightly slower pace, and refugee women faster than economic women. This consistency confirms that our conclusions are robust to how labour market concentration is measured.



(a) Male workers

(b) Female workers

Figure 7: Event Study of labour Market Concentration by Years Since Landing

Notes: The figure shows the evolution of HHI from landing to 10 years post-arrival for economic immigrants and refugees, separately by gender. Vertical bars represent 95% confidence intervals.

6 Mechanisms: Disentangling Within-Market and Sorting Effects

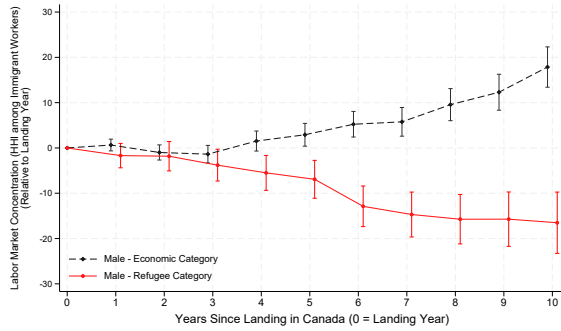
The baseline assimilation profiles estimates with province and sector fixed effects reveal a sustained decline in immigrants' exposure to employer concentration over the years following landing (Figure 5). Since these fixed effects absorb persistent differences across provinces and sectors, the estimated coefficients $\hat{\beta}_\tau$ capture *within-market* adjustment: conditional on province and sector, immigrants progressively transition toward less concentrated employer environments across all groups.

However, the observed decline can reflect two distinct channels: within-market adjustment and sorting across markets. To isolate the sorting component, we estimate the model without province and sector fixed effects (Figure 8). Without fixed effects, the coefficients remain close to zero and increase for economic immigrants, while refugees display a more modest decline.

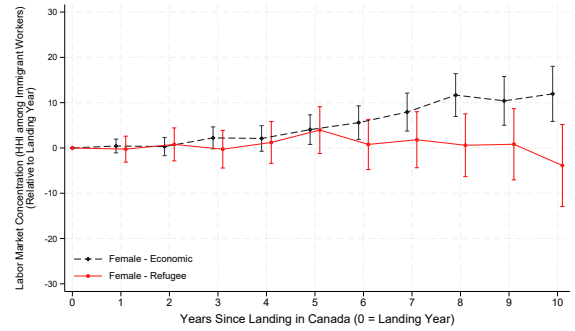
To identify which sorting dimension drives this offset, we examine a specification excluding only industry controls (Figure 9). The results are identical to the no-fixed-

effects specification, confirming that the offsetting mechanism does not operate along the sectoral dimension. Rather, the compositional shift is primarily *geographic*: immigrants relocate toward provinces characterised by higher employer concentration.

Finally, Figure 10 verifies that selective attrition does not confound this decomposition. The balanced panel without fixed effects, yields identical patterns, confirming that neither the within-market decline nor the provincial sorting mechanism is driven by differential censoring across immigrant groups.



(a) Male Immigrants

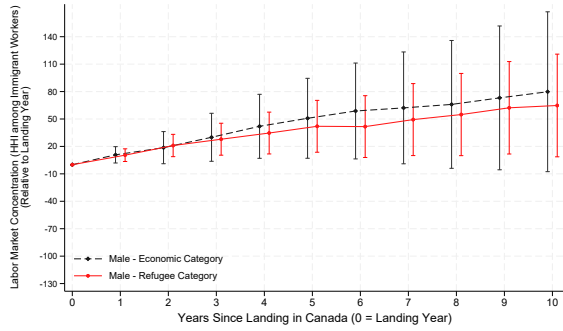


(b) Female Immigrants

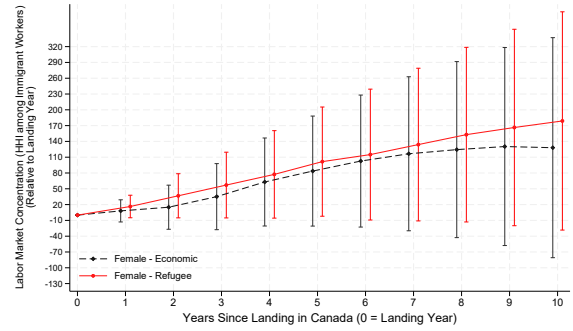
Figure 8: Evolution of Labour Market Concentration (HHI among Immigrant Workers) — Baseline without Fixed Effects

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Notes: Both panels measure HHI using only immigrant workers in each market. Panel (a) shows results for male immigrants; Panel (b) for female immigrants. Estimates from the baseline specification without province or sector fixed effects. Vertical bars represent 95% confidence intervals.



(a) Male Immigrants

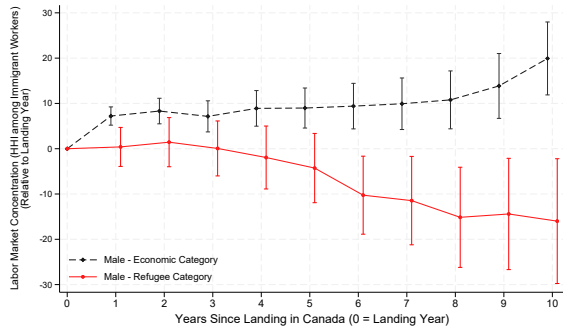


(b) Female Immigrants

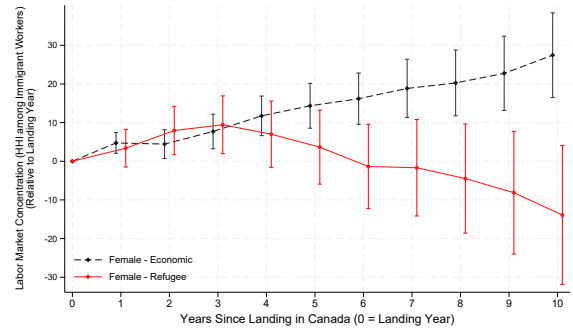
Figure 9: Evolution of Labour Market Concentration (HHI among Immigrant Workers) — Without Industry Controls

1

Notes: Both panels measure HHI using only immigrant workers in each market. Panel (a) shows results for male immigrants; Panel (b) for female immigrants. Estimates exclude industry (NAICS) controls. Vertical bars represent 95% confidence intervals.



(a) Male Immigrants



(b) Female Immigrants

Figure 10: Evolution of Labour Market Concentration (HHI among Immigrant Workers) — Balanced Panel

1

Notes: Both panels measure HHI using only immigrant workers in each market. Panel (a) shows results for male immigrants; Panel (b) for female immigrants. Estimates use the balanced panel (including censored observations). Vertical bars represent 95% confidence intervals.

7 Conclusion

This paper examines the trajectory of labour market concentration faced by immigrants in Canada over their first decade following arrival. Using administrative data from the CEEDD and IMDB, we measure employer concentration through the Herfindahl–Hirschman Index (HHI) and track how immigrants’ exposure to concentrated labour markets evolves over time.

Our results reveal that immigrant employment is concentrated among fewer employers compared to native-born workers (average HHI of 0.063 versus 0.035). However, this concentration declines steadily over immigrants’ first ten years in Canada, indicating progressive integration into more competitive labour markets. By year ten, approximately 75% of immigrants have changed industries within their province, reflecting substantial sectoral mobility.

We document important heterogeneity by gender and admission category. Among men, economic immigrants experience declining concentration approximately 20% faster than refugees. For women, this pattern reverses: female refugees see their concentration decline approximately 48% faster than female economic immigrants, largely due to the persistent sectoral concentration of economic immigrant women in healthcare.

These findings highlight that labour market structure shapes immigrant integration trajectories. Policies aimed at reducing mobility barriers—including improved credential recognition and enhanced settlement services—could facilitate faster transitions into more competitive employment environments, particularly for refugees and women in concentrated sectors.

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A Workers Mobility

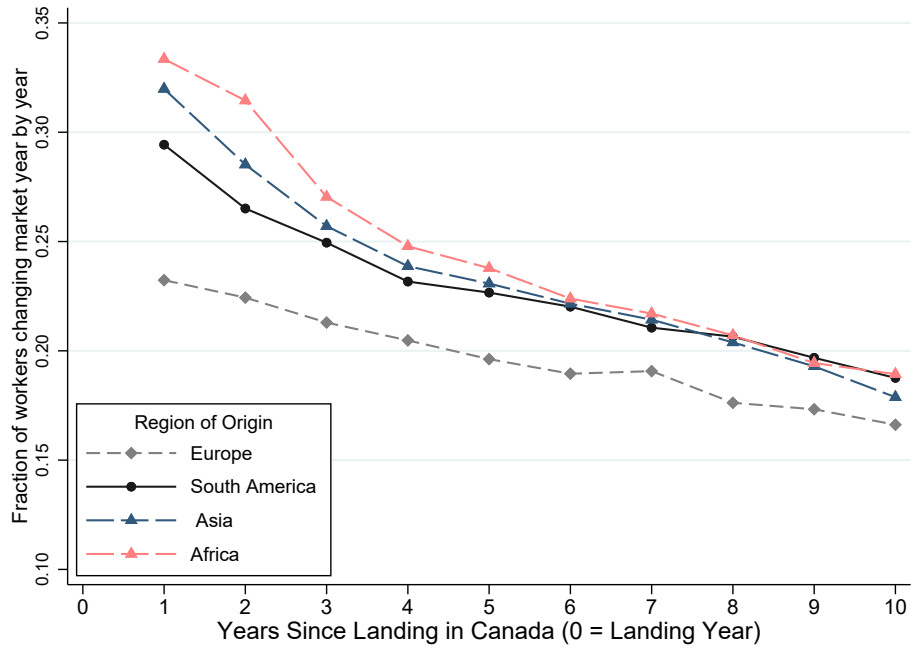


Figure 11: Probability of changing markets

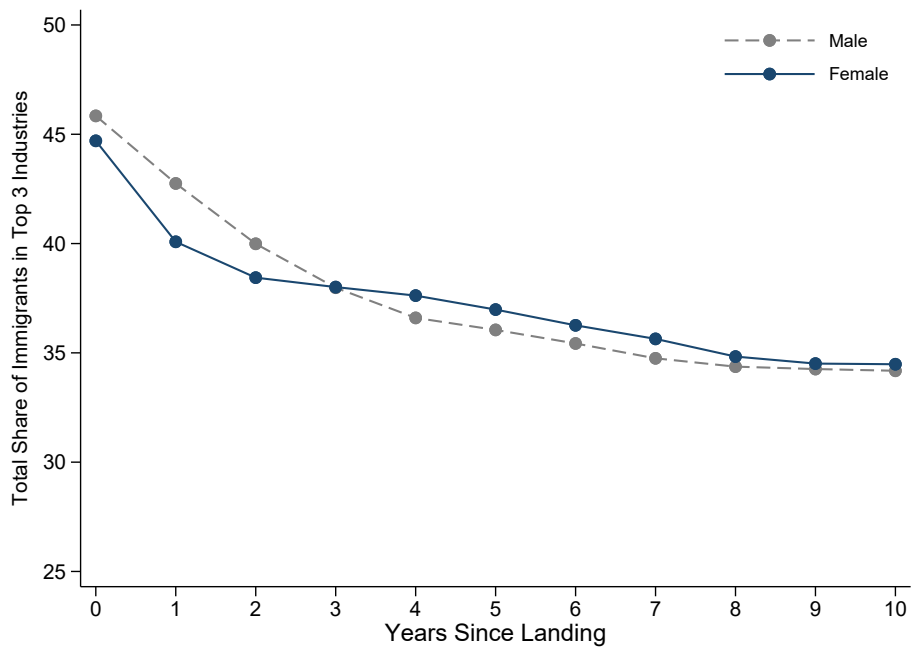


Figure 12: Total share of three top industries by years since landing

Table 1: Top Three Industries by Gender and Years Since Landing

Event time	Gender	Industry top1	Industry top2	Industry top3	Total share
0	female	Accommodation/food(16.77)	Retail trade(15.74)	Administrative/support(12.19)	44.7
1	female	Accommodation/food(15.31)	Retail trade(14.87)	Administrative/support(9.9)	40.08
2	female	Retail trade(13.76)	Accommodation/food(13.73)	Health/social assistance(10.95)	38.44
3	female	Retail trade(12.97)	Accommodation/food(12.83)	Health/social assistance(12.21)	38.01
4	female	Health/social assistance(13.6)	Retail trade(12.1)	Accommodation/food(11.92)	37.62
5	female	Health/social assistance(14.72)	Retail trade(11.31)	Accommodation/food(10.95)	36.98
6	female	Health/social assistance(15.45)	Retail trade(10.63)	Accommodation/food(10.18)	36.26
7	female	Health/social assistance(16.02)	Retail trade(10.01)	Accommodation/food(9.61)	35.64
8	female	Health/social assistance(16.36)	Retail trade(9.6)	Accommodation/food(8.87)	34.83
9	female	Health/social assistance(16.7)	Retail trade(9.15)	Manufacturing(8.66)	34.51
10	female	Health/social assistance(16.91)	Manufacturing(8.8)	Retail trade(8.77)	34.48
0	male	Manufacturing(16.53)	Administrative/support(16.04)	Accommodation/food(13.27)	45.84
1	male	Manufacturing(18.14)	Administrative/support(12.73)	Accommodation/food(11.88)	42.75
2	male	Manufacturing(18.31)	Administrative/support(11.14)	Accommodation/food(10.54)	39.99
3	male	Manufacturing(18.05)	Administrative/support(10.27)	Retail trade(9.66)	37.98
4	male	Manufacturing(18.33)	Administrative/support(9.34)	Retail trade(8.93)	36.6
5	male	Manufacturing(18.28)	Professional/scientific/technical(9.02)	Administrative/support(8.75)	36.05
6	male	Manufacturing(18.03)	Professional/scientific/technical(9.1)	Administrative/support(8.3)	35.43
7	male	Manufacturing(17.75)	Professional/scientific/technical(9.18)	Administrative/support(7.82)	34.75
8	male	Manufacturing(17.48)	Professional/scientific/technical(9.37)	Administrative/support(7.52)	34.37
9	male	Manufacturing(17.55)	Professional/scientific/technical(9.54)	Administrative/support(7.17)	34.26
10	male	Manufacturing(17.71)	Professional/scientific/technical(9.57)	Administrative/support(6.9)	34.18

A.1 NAICS

Table 2: NAICS 2-Digit Industry Classification

Code	Sector
11	Agriculture, forestry, fishing and hunting
21	Mining, quarrying, and oil and gas extraction
22	Utilities
23	Construction
31–33	Manufacturing
41	Wholesale trade
44–45	Retail trade
48–49	Transportation and warehousing
51	Information and cultural industries
52	Finance and insurance
53	Real estate and rental and leasing
54	Professional, scientific and technical services
55	Management of companies and enterprises
56	Administrative and support, waste management and remediation services
61	Educational services
62	Health care and social assistance
71	Arts, entertainment and recreation
72	Accommodation and food services
81	Other services (except public administration)
91	Public administration