

Immigration, Gender, Essential Work, and Resilience

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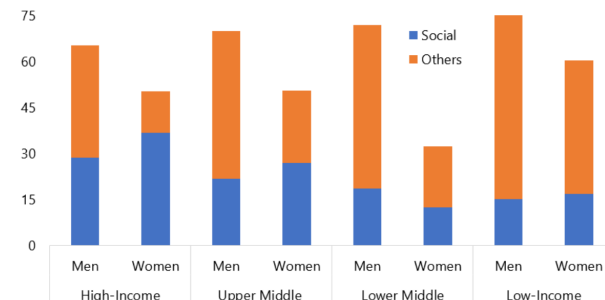
Gender, migration status, and work

- During COVID-19 pandemic, employment affects :
 - Ability to work from home
 - Risk of unemployment or reduced hours
 - Crowding at work
 - Ease of managing home and work
- Employment is highly segmented
 - Services are feminized and construction & manufacturing are male-dominated
 - Immigrants concentrated in dirty, dangerous and undesirable jobs

Women dominate social sectors

In most countries, women are more likely than men to be employed in social sectors jobs.

Total employment (percent)



Sources: ILO and authors' calculation.

Note: Social sectors are defined as the sum of the following sectors: wholesale and retail trade, accommodation and food service activities, real estate, business and administrative activities, education, human health and social work activities, and other services.

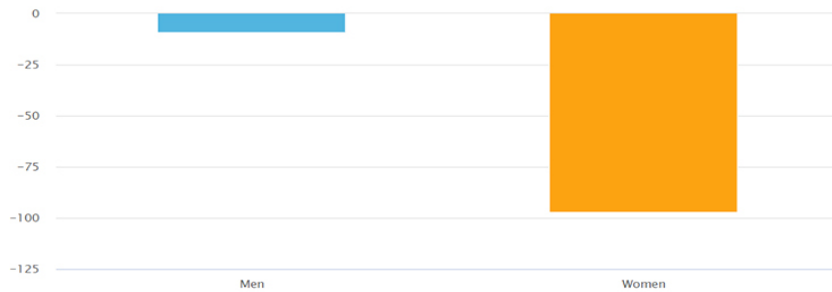
INTERNATIONAL MONETARY FUND



Covid-19 and workers

10 times more women than men have fallen out of the labour force since February

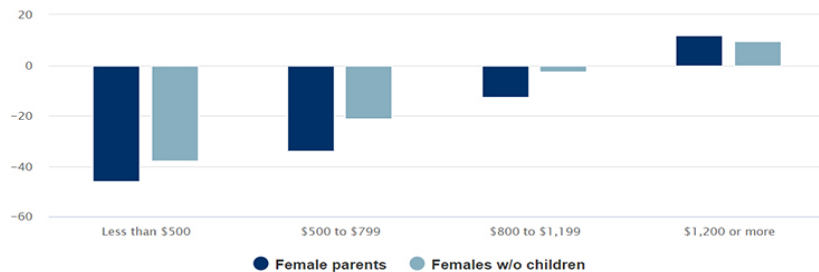
Women and men, ages 20+, thousands



Source: Statistics Canada, RBC Economics

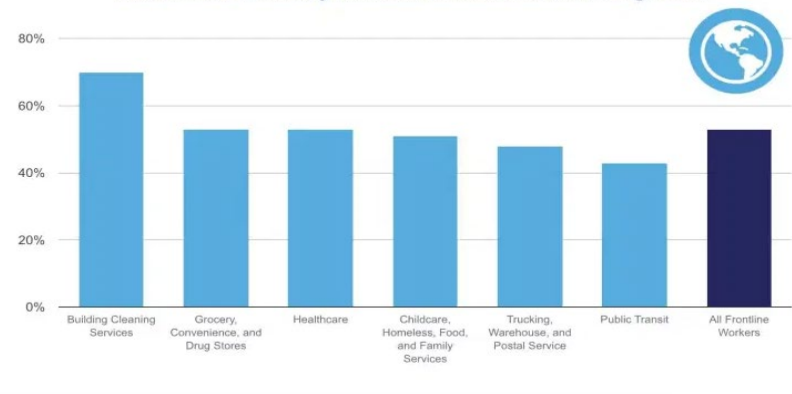
Mothers face higher job losses than women without children

% change in employment (Feb '20- Jan '21) among mothers aged 25-54 with children <12 & females without children, full-time employees only (weekly hours worked >=30)



Source: Statistics Canada, RBC Economics

Share of New York City Frontline Workers who are Foreign Born



United States Census Bureau, American Community Survey 2014-2018 5-Year Estimates.



PURPOSE

- To what extent do the jobs of immigrant men and women affect their risks from COVID-19?
- Use 2016 Census information to:
 - Compare employment in essential industries for immigrant men and women and Canadian-born men and women
 - Examine how workers' employment in essential industries varies across metropolitan areas
 - Speculate on the policy implications



Essential work

Eligible Tuesday 8am Group 2: Essential workers who cannot work from home



This includes workers in:

- Essential and critical retail,
- Manufacturing industries directly involved in supporting the COVID-19 response,
- Social workers and other social services staff providing in-person client services,
- Courts and justice system
- Transportation, warehousing and distribution,
- Electricity,
- Communications infrastructure,
- Water and wastewater management,
- Financial services,
- Veterinarians and veterinary teams,
- Waste management,
- Oil and petroleum,
- Natural gas and propane gas



- Public-facing
- Cannot be done remotely
- Interactions with vulnerable
- Identified by industry:
 - Construction, utilities, transportation, warehousing
 - Manufacturing
 - Wholesale and retail trade
 - Education
 - Health care and social
 - Accommodation and food
 - Other personal services



Social resilience

- Social institutions play a critical role in helping people find relevant resources and develop successful strategies to overcome challenges (Preston, Shields and Akbar 2021)
- Social resilience approach focuses attention on:
 - Available formal and informal institutions
 - Relations among institutions
 - Inequalities
- ➔ • Our policy discussion focuses on institutional responses NOT individual responses

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WAYS TO BUILD RESILIENCE
All information provided by the American Psychological Association

- 1 MAKE CONNECTIONS**
Reach out to those around you. Whether it's friends, family, or a community, it is important to seek support from those who care about you.
- 2 AVOID SEEING CRISES AS IMPOSSIBLE TO OVERCOME**
Highly stressful events cannot be changed. It is important to focus on how to prevent or cope with them rather than the fact that it can't change.
- 3 REALIZE THAT CHANGE IS A PROCESS**
Some circumstances of circumstances makes it difficult to change.
- 4**
- 5**
- 6 TAKE A POSITIVE VIEW OF YOURSELF**
Your view of yourself directly affects your attitude towards others. Having a positive view will help maintain a healthy state of mind and relationship with others.
- 7**
- 8 KEEP THINGS IN PERSPECTIVE**
Remembering that all situations and events are temporary is incredibly important. What really matters is how you approach the future and move forward.
- 9 MAINTAIN A HOPEFUL OUTLOOK**
Optimism is the key to a help managing a healthy mindset. Aiming for success rather than focusing on fear will help you move forward.
- 10 TAKE CARE OF YOURSELF**
Invest in the activities that bring you joy and help provide you with a healthy physical and mental well-being.

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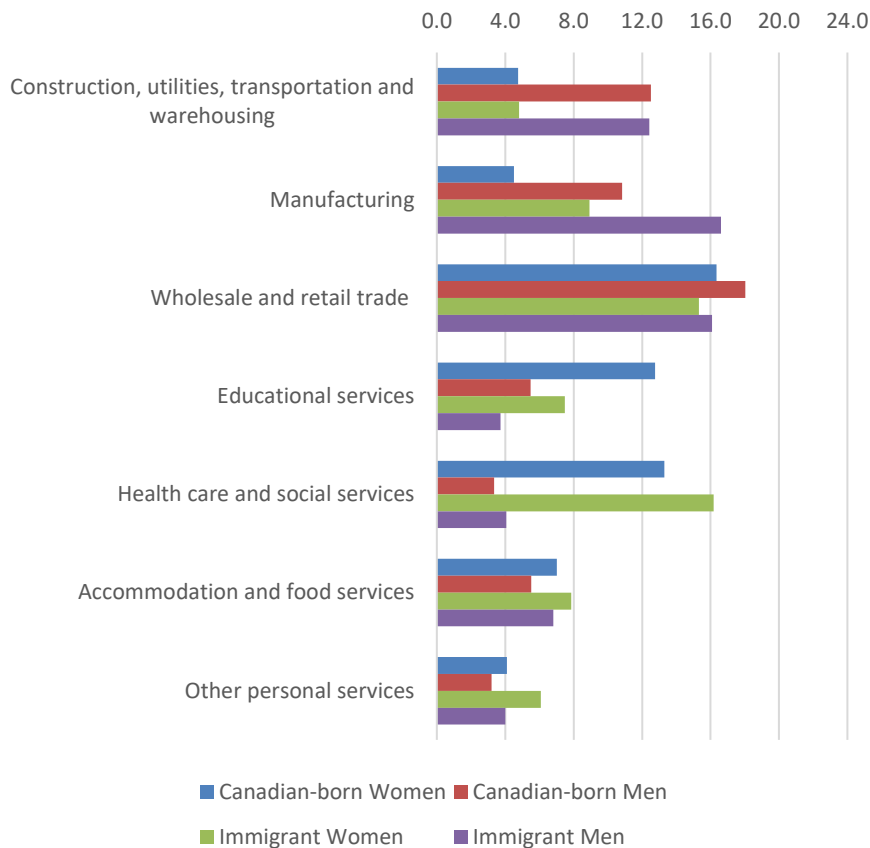
TABLE 1

Employment by Essential Industry and Metropolitan Area (percent)

	Toronto	Montreal	Ottawa- Gatineau	Kitchener- Waterloo	Windsor	Quebec City	Sherbrooke
Construction, utilities, transportation and warehousing	8.6	8.2	6.0	7.5	7.5	6.7	6.0
Manufacturing	10.1	10.7	3.3	15.9	22.8	7.2	11.6
Wholesale and retail trade	16.5	17.8	13.7	16.1	14.0	15.8	16.5
Educational services	7.4	8.0	8.4	9.7	8.0	7.5	11.8
Health care and social services	9.3	12.7	11.4	9.9	12.0	14.1	17.7
Accommodation and food services	6.8	7.0	7.0	7.4	8.4	8.2	8.1
Other personal services	4.3	4.5	4.3	3.9	4.3	4.5	5.2
Essential industries	63.0	68.9	54.1	70.4	76.0	62.0	76.9
Total labour force	3,120,130	2,121,810	714,895	275,915	150,180	441,280	104,970

Toronto

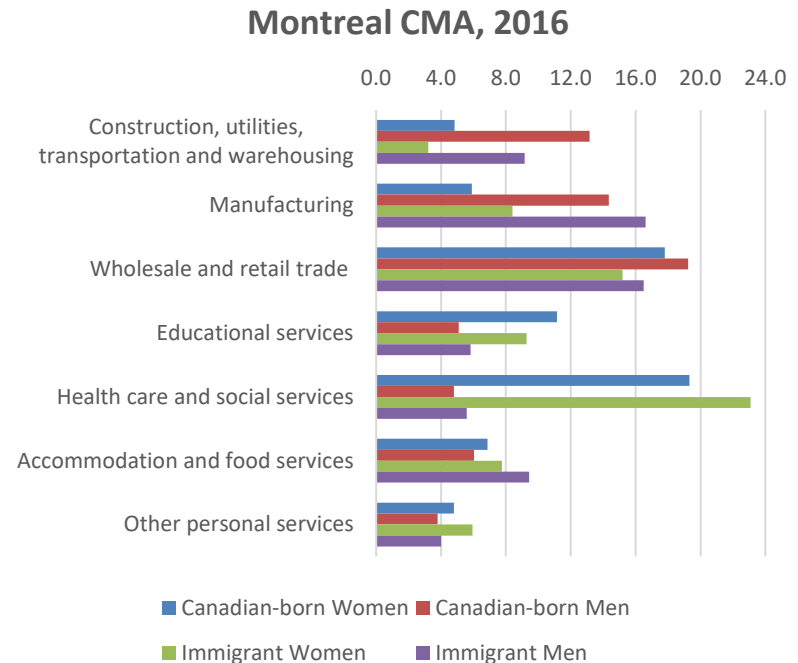
Toronto CMA, 2016



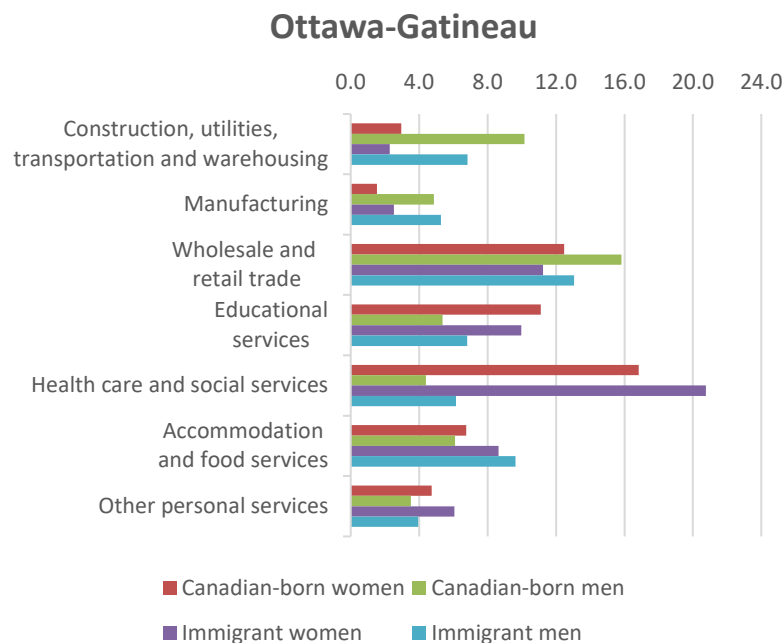
- Three patterns of industrial segmentation:
 - Gender
 - Construction, utilities, ...
 - Gender and migration status
 - Manufacturing
 - Educational services
 - Health care and social services
 - Accommodation and food services
 - Other personal services
 - Very little
 - Wholesale and retail trade
- Workplace risk from COVID-19 is high for:
 - Immigrant women in health care, accommodation, and other personal services
 - Immigrant men in manufacturing
 - Canadian-born women in education

Montreal and Toronto compared

- Gender and migration status affect employment in each essential industry in Montreal
- Of the four groups of workers:
 - Immigrant women at risk in health care & other personal services
 - Immigrant men at risk in manufacturing & accommodation and food services
 - Canadian-born men at risk in construction... & wholesale and retail trade
 - Canadian-born women at risk in education



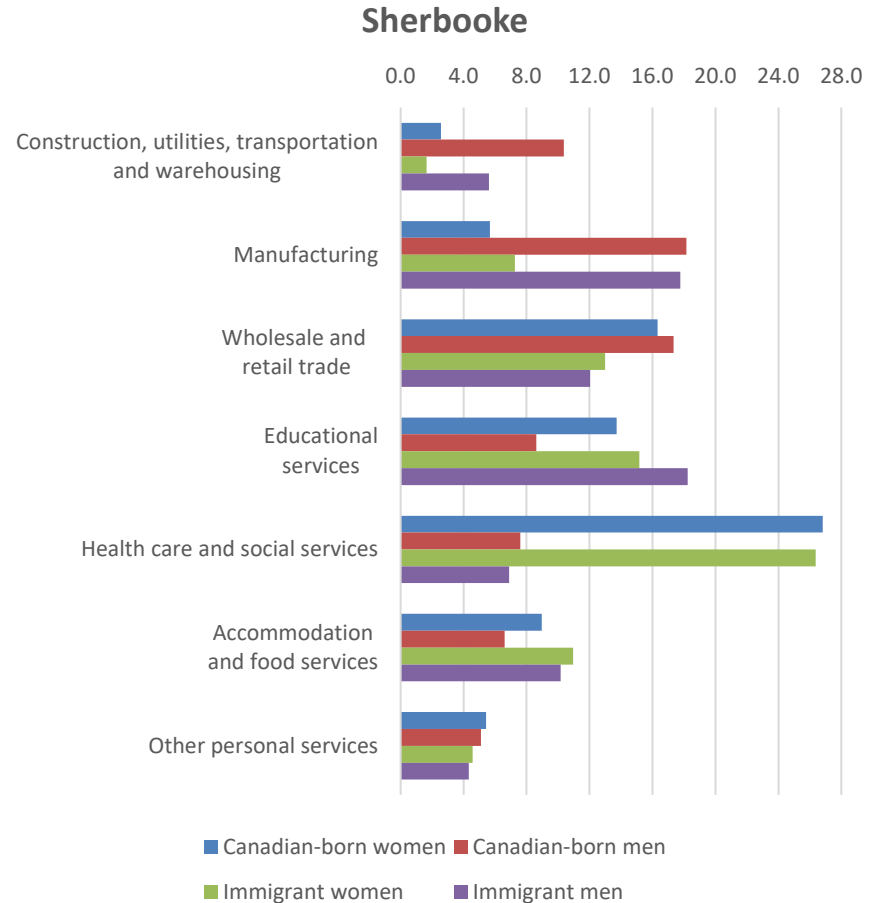
Second-tier metropolitan areas: Ottawa-Gatineau



- Two patterns of industrial segmentation
 - Gender
 - Manufacturing
 - Other personal services
 - Gender and migration status
 - Construction...,
 - Wholesale and retail trade
 - Education
 - Health care and social services
 - Accommodation and food services
- Workplace risk is high for
 - Immigrant women in health care
 - Immigrant men in accommodation and food services
 - Canadian born men in construction... & wholesale and retail trade
 - Canadian born women in education

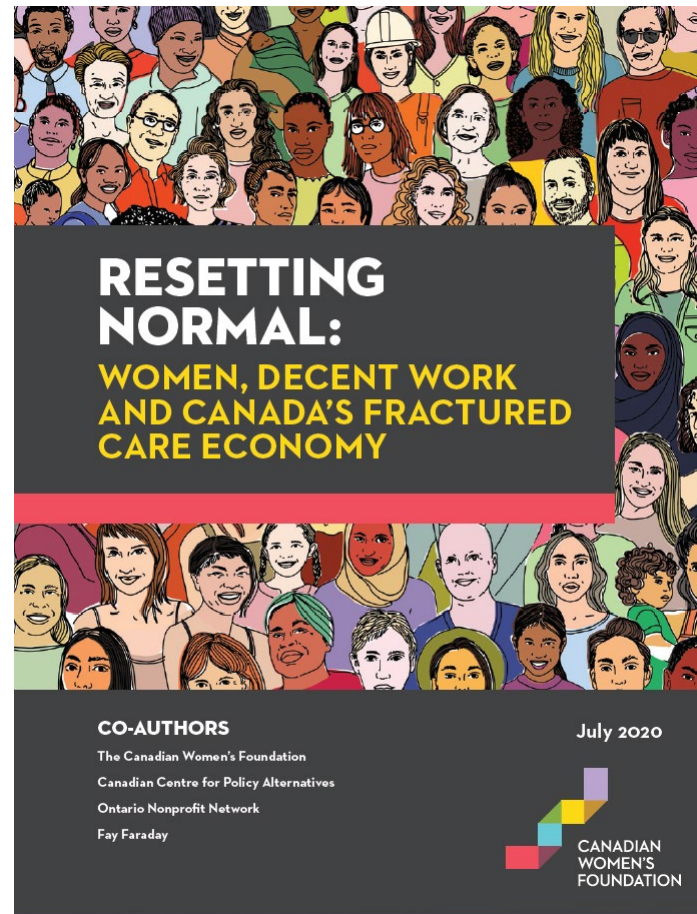
Second-tier metropolitan areas: Sherbrooke

- Three patterns of segmentation
 - Gender
 - Manufacturing
 - Health care and social services
 - Gender and migration status
 - Construction...
 - Wholesale and retail trade
 - Education
 - Accommodation and food services
 - None
 - Other personal services
- Workplace risk is high for:
 - Immigrant women in accommodation and food services
 - Immigrant men in education
 - Canadian born men in construction... and wholesale and retail trade
 - Women in health care
 - Men in manufacturing

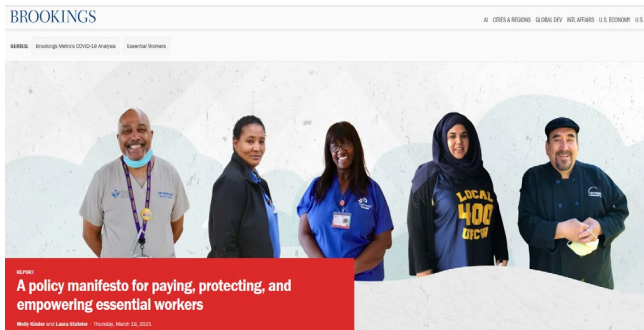


What have we learned?

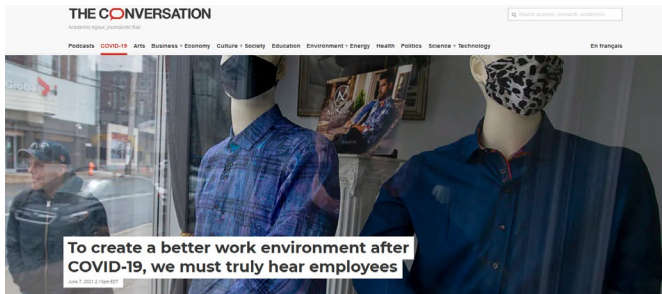
- Immigrant men and women and Canadian-born men and women work in different essential industries
- Urban economies are highly variegated:
 - Relative importance of essential work varies
 - Share of employment in essential industries varies
 - Segmentation also varies



Thoughts about policy



- To mitigate risks of contracting and transmitting COVID-19 at work, unemployment, underemployment, and exhaustion, policies should:
 - Respond to the circumstances of each group of workers in each industry since essential industries are diverse
 - Take account of the local situation, especially local patterns of segmentation across essential industries
- How?
 - Emphasize process not outcome
 - Devolve planning and decision-making to metropolitan level, at least
 - Public health units are useful examples
 - Require and promote collaboration and coordination
 - LIPS and Workforce Planning Boards are possible models for collaboration
 - Syrian refugee initiative is one model for coordination
 - Provide resources to develop and maintain plans, collaborations and coordination
 - DEM plans are an example



QUESTIONS/ COMMENTS

THANK YOU

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Building Migrant Resilience in Cities/Immigration et résilience en milieu urbain



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