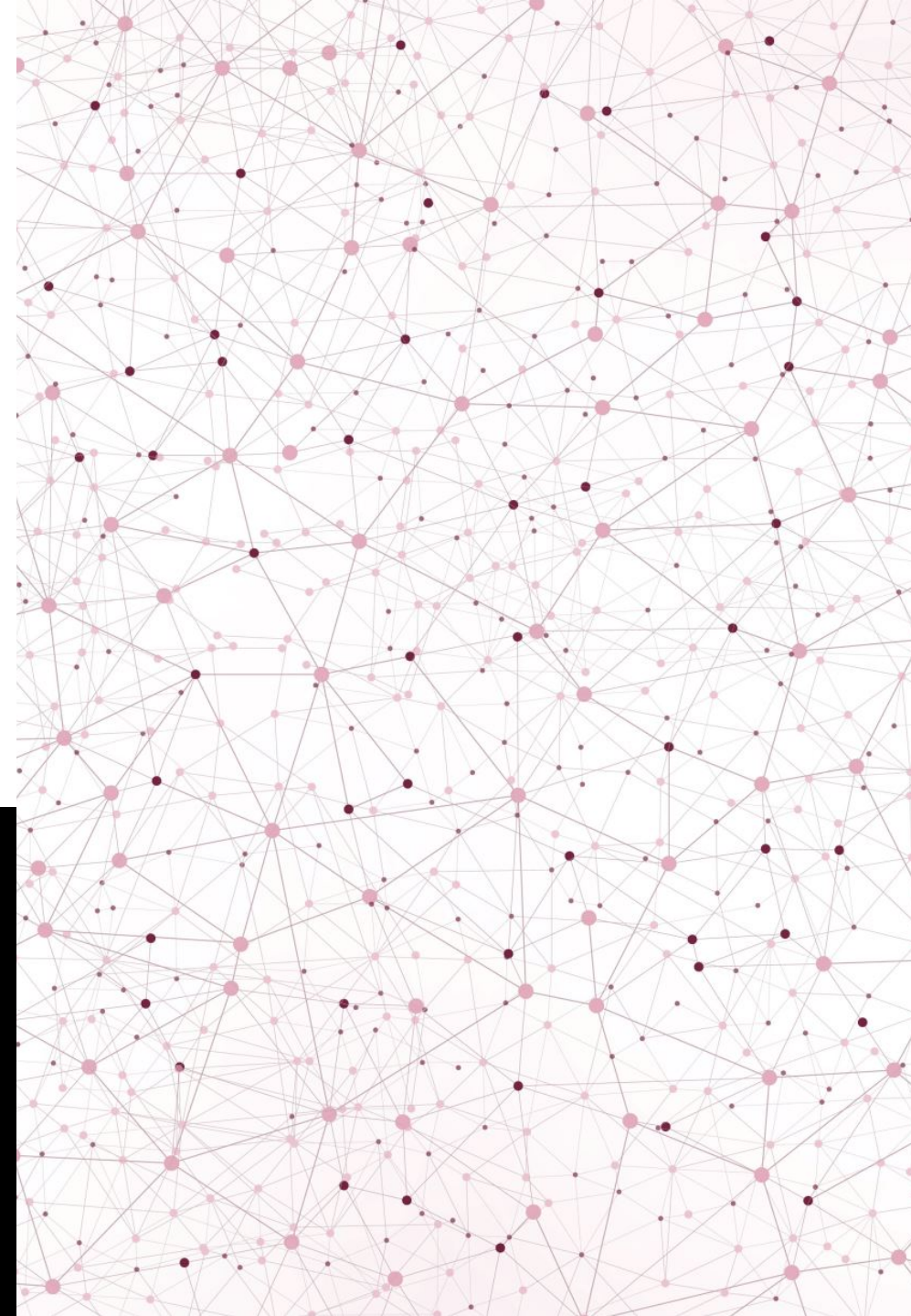


# **IMMIGRATION, GENDER, ESSENTIAL WORK, AND RESILIENCE**

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# **GENDER, MIGRATION STATUS, AND WORK**

**Pandemic has revealed the existing issues in the segmented labour market in which:**

- Service industries are feminized, and construction & manufacturing are male-dominated.**
- Immigrants concentrated in dirty, dangerous and undesirable jobs.**

**Pandemic has also brought new Challenges:**

- Risk of job loss or reduced hours.**
- Exposure to the virus at workplaces.**
- Social divisions surrounding the ability to work from home.**
- Increased difficulty managing home and work.**

# COVID-19 AND WORKERS

Statistics Canada Data highlight the challenges facing women and migrant workers during COVID-19:

- **10 times more women than men has fallen out of the labour market since February 2020. Mothers experience higher job losses than women without children.**
- **17% of recent immigrants lost their job during the pandemic compared to 13.5% of Canadian born and long-term immigrants.**
- **Immigrants are disproportionately represented in essential sectors (including long term care) with greater exposure to COVID-19 (their share rose from 22% to 36% between 1996 and 2016).**

# OBJECTIVES

**How do gender and immigration status affect essential workers' risks from COVID-19?**

**Analyze the 2016 census 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 in Ontario and Quebec**
- **Speculate on the policy implications**

# ESSENTIAL WORK

Jobs that “are considered critical to preserving life, health and basic societal functioning” (Public Safety Canada 2021).

- **Cannot be done remotely**
- **Public facing**
- **Interactions with vulnerable**

**Identified by industry:**

- **Construction, utilities, transportation, warehousing**
- **Manufacturing**
- **Wholesale and retail trade**
- **Educational services**
- **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 on:**
  - **Formal and informal institutions**
  - **Coordination among institutions**
  - **Social Inequalities**
- **Our policy discussion focuses on institutional responses NOT individual responses.**

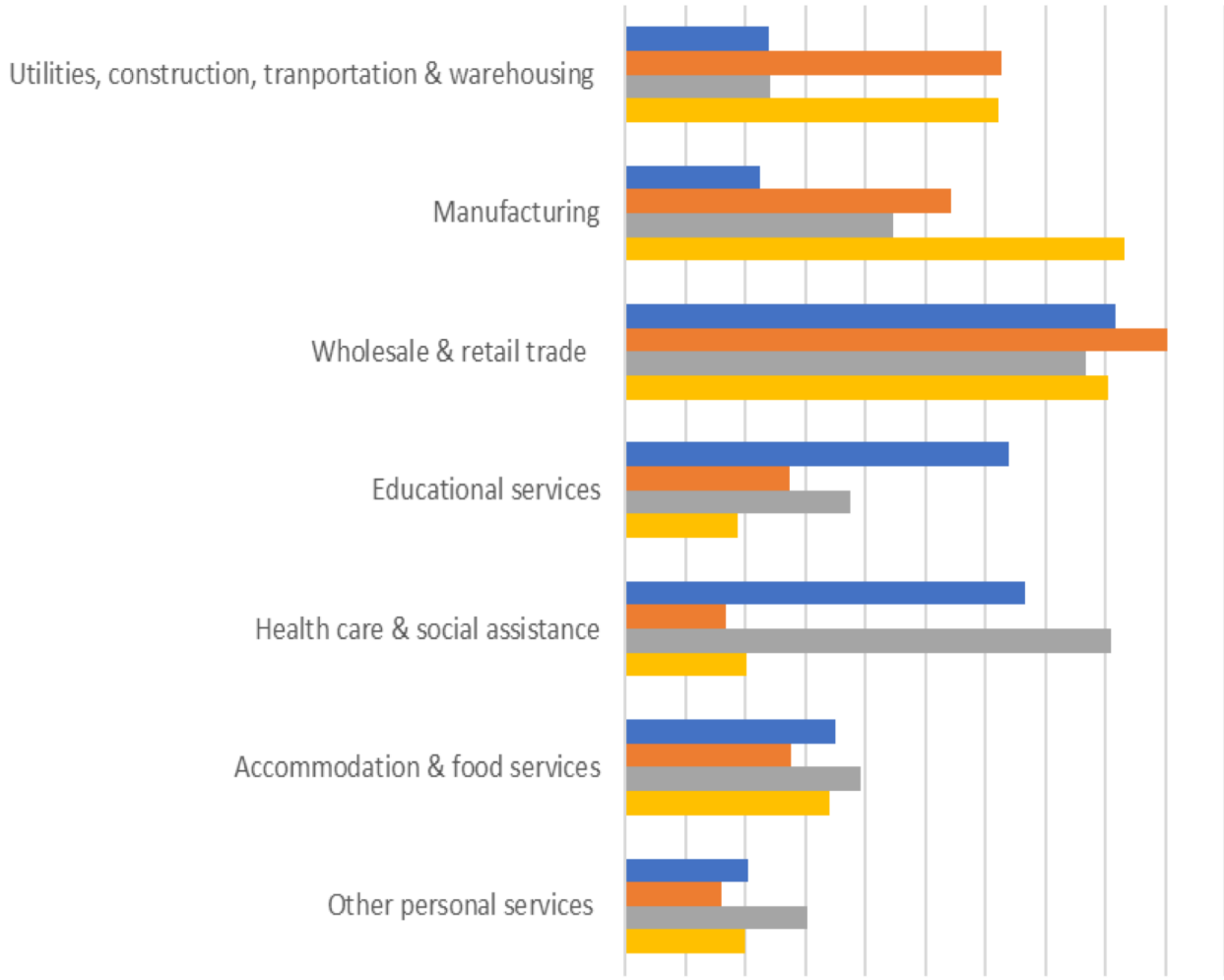
**TABLE 1**

**Employment by Essential Industry and Metropolitan Area (percent)**

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

## Toronto, 2016

0.0 2.0 4.0 6.0 8.0 10.0 12.0 14.0 16.0 18.0 20.0



## Three patterns of industrial segmentation:

### 1. Gender

- Construction, utilities, transportation & warehousing

### 2. Gender and migration status

- Manufacturing
- Educational services
- Health care and social services
- Accommodation and food services
- Other personal services

### 3. Very little difference

- Wholesale and retail trade

## Workplace risk from COVID-19 is high for:

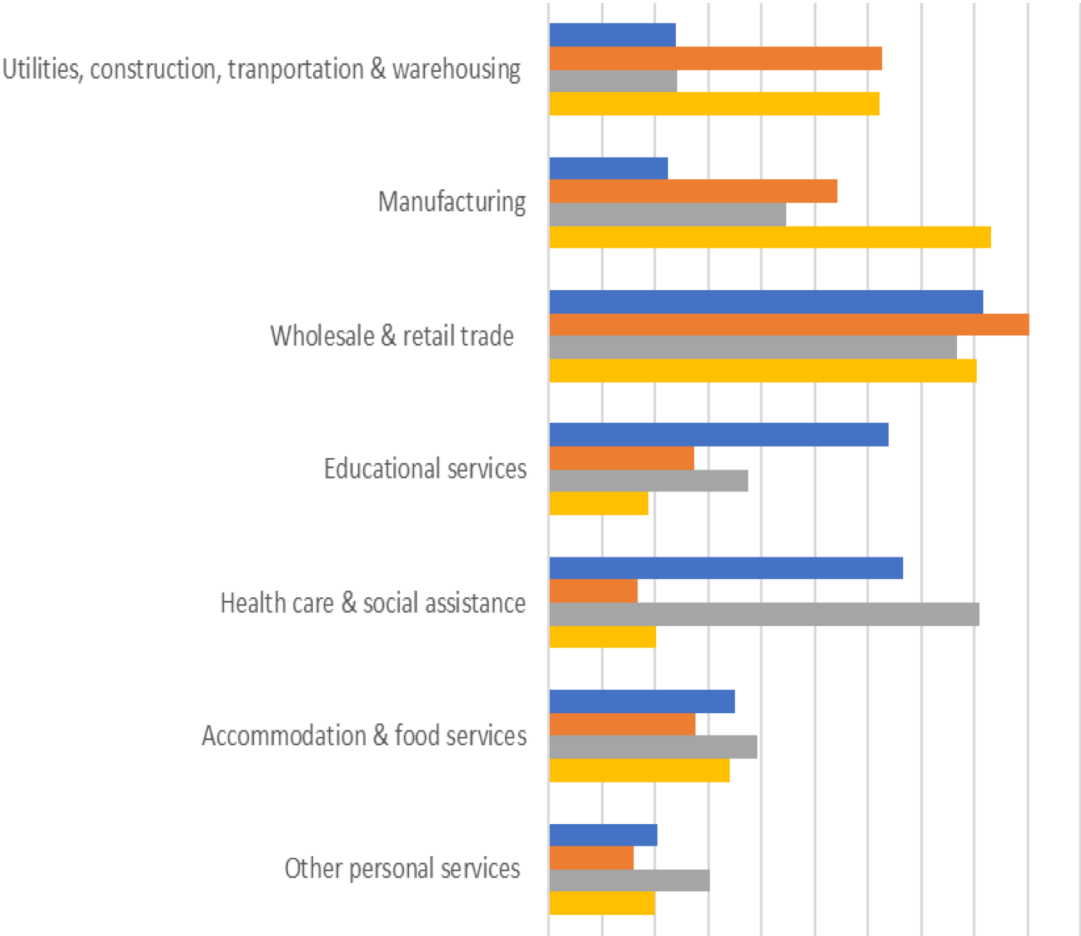
- Immigrant women in health care, accommodation, and other personal services
- Immigrant men in manufacturing
- Canadian-born women in education



# Spatial Variations: Toronto and Montreal

Toronto, 2016

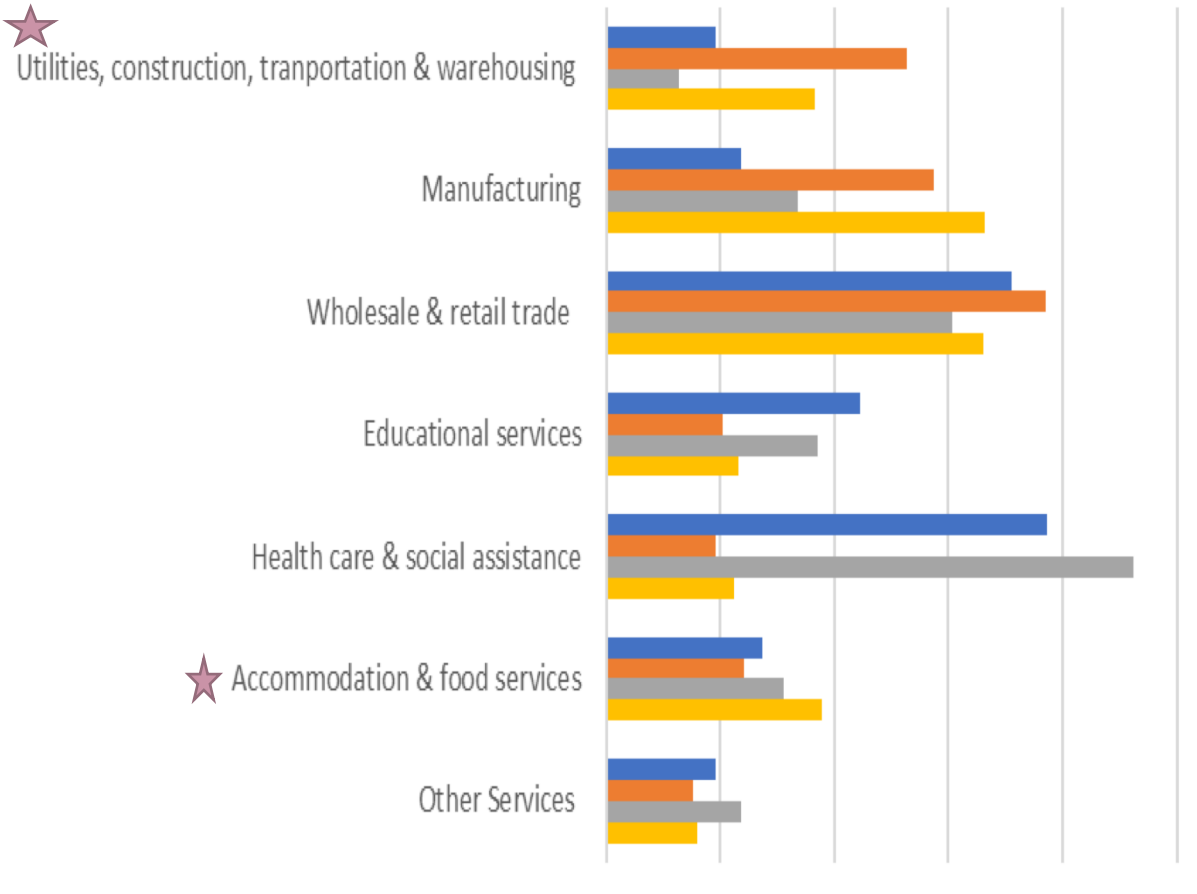
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■ Canadian-born Women ■ Canadian-born Men ■ Foreign-born Women ■ Foreign-born Men

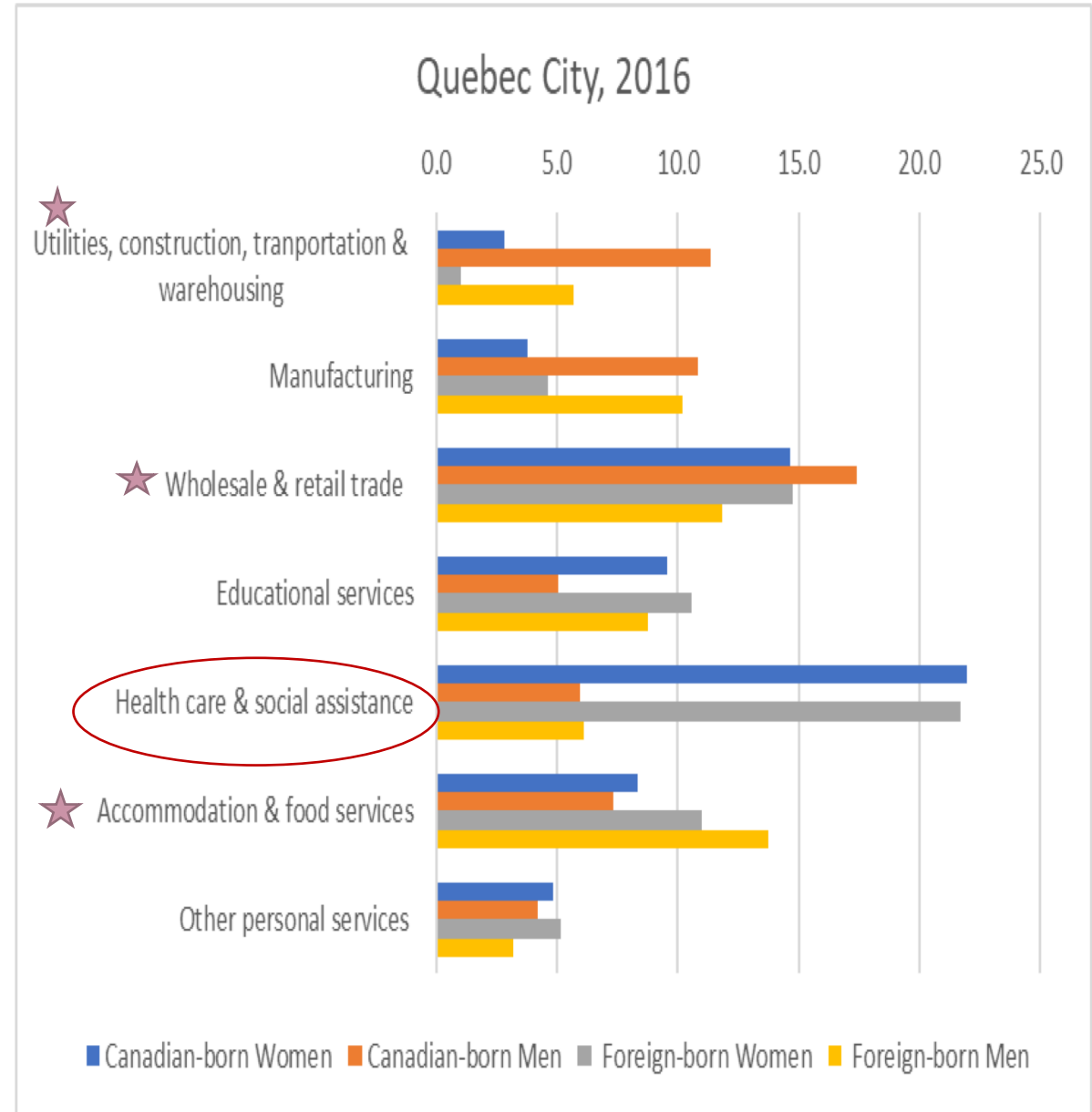
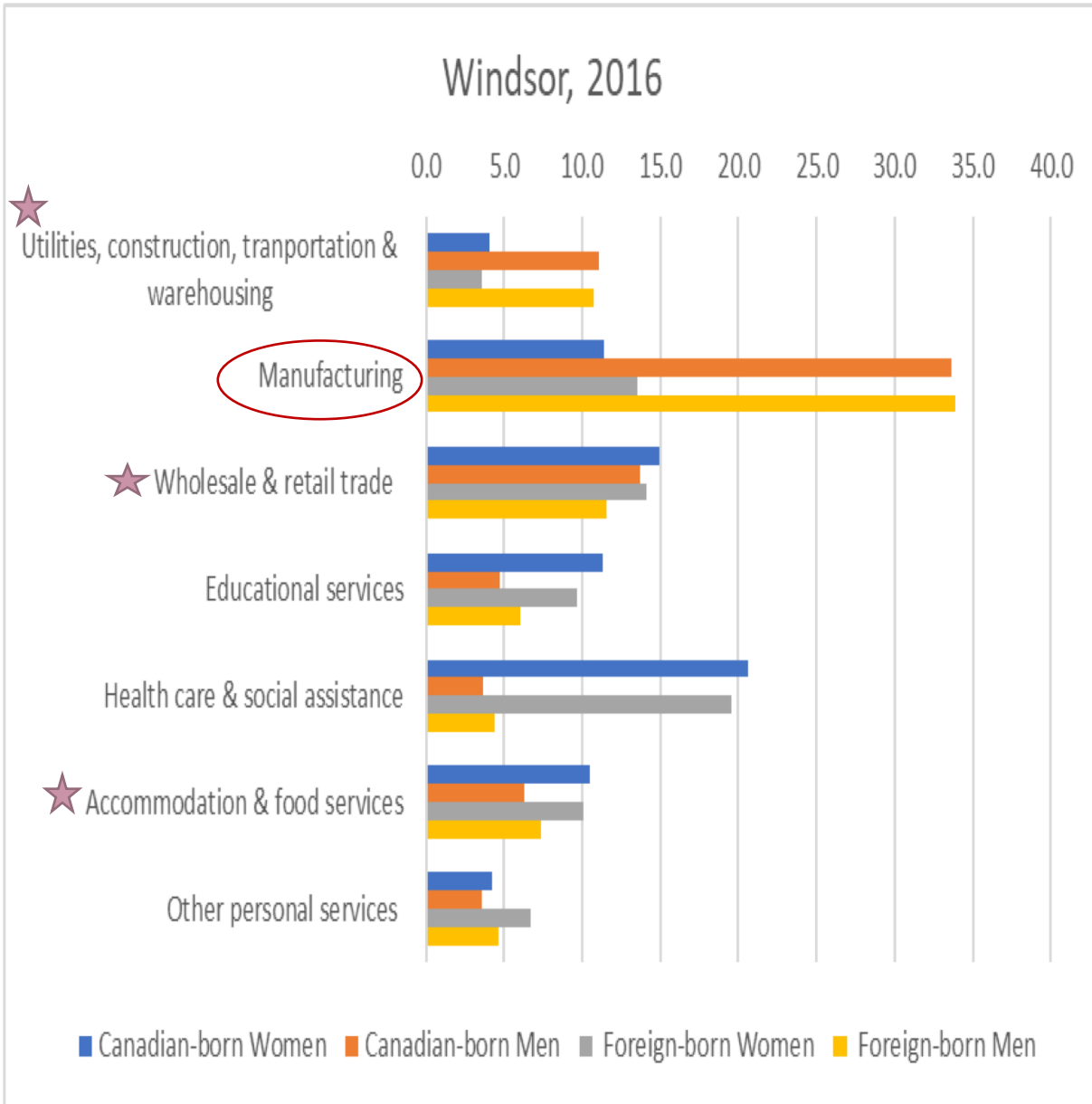
Montreal, 2016

0.0 5.0 10.0 15.0 20.0 25.0



■ Canadian-born Women ■ Canadian-born Men ■ Foreign-born Women ■ Foreign-born Men

# Spatial Variations: Windsor and Quebec City



# KEY FINDINGS

Essential industries are highly variegated:

- Relative importance of essential work varies across metropolitan areas.
- Immigrant men and women and Canadian-born men and women work in different essential industries.
- The degree of segmentation by gender and immigration status also varies spatially.

# POLICY IMPLICATIONS

To mitigate risks of contracting and transmitting COVID-19 at work, unemployment, and underemployment, 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?

By adopting a social resilience approach, attention shifts from individual essential workers to the institutions that serve them.

1. Devolve planning and decision-making at the metropolitan level.  
(Public Health units)
2. Require and promote collaboration and coordination  
(LIPS and Workforce Planning Boards)
3. Provide resources to develop and maintain plans, collaborations and coordination  
(Disaster and Emergency Management plans).

**QUESTIONS/COMMENTS**

**THANK YOU**

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