Public Outreach Project on Immigrants and Precarious Employment

Prepared for the first working group meetings
Nov. 22, 23, 2007
Outline

• Definitions
  – What is precarious employment?
  – Limitations of available data

• Conceptual Framework:
  – Differential Social Inclusion

• Model

• Questions for partners
What is Precarious Employment?
What is Precarious Employment?

• Multi-dimensional concept
• Indicators
  – Terms of employment (contract, permanent, PT, FT, tied to employer?)
  – Stability, predictability (know schedule?)
  – Wages, form of payment
  – Unionization
  – Dangerous, health impacts?
  – Opportunities for advancement
  – Location of work (stable, shifting)
  – Self employment?
Why is this project important?

• Not enough on specificity of immigrant experience or role of immigration status
• We don’t know whether precarious employment looks the same for immigrants
• Need more information on strategies people use, and what works in what timelines (how consistent over time?)
• Need to consider multiple levels of analysis
Differential Social Inclusion

- Government Policy
- Immigration Status
- Social Networks
- Racialization and racism
  - Ethnic-racial identity
- Human Capital
  - Socioeconomic Status
  - Pre-migration & Canada
- Social Inclusion
  - Employment: Precarious?
  - Civic Engagement
    - volunteering
  - Social Citizenship
    - use of services
  - Income
  - Gender
  - Language/Accent
  - Time in Canada
- Neighbourhood
- Transnational Commitments
- Family Household
## Model: time, sequences

<table>
<thead>
<tr>
<th>Pre migration</th>
<th>Early Settlement</th>
<th>Strategies</th>
<th>Outcomes</th>
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<tbody>
<tr>
<td>• Human capital</td>
<td>• Entrance status</td>
<td>• Institutions</td>
<td>• Precarious employment</td>
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<tr>
<td>• Class</td>
<td>• Early jobs</td>
<td>• Education</td>
<td>• Belonging</td>
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<tr>
<td>• Gender</td>
<td>• Contact with institutions &amp; service providers</td>
<td>• Volunteering</td>
<td>• Future plans</td>
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<tr>
<td>• Age</td>
<td>• Social networks</td>
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<td>• Reasons for departure</td>
<td>• Neighbourhood</td>
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<td>• Context of departure</td>
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Other processes/variables
Questions for partners

• What kinds of variables (determinants) and processes associated with precarious employment interest you most?

• What are your priorities for dissemination:
  – forms and audience(s)?

• What additional available information would you like analyzed (e.g. Census)

• What are the dissemination activities in which you / your organization could participate, & in what capacity?
  – Consultative or leadership role?