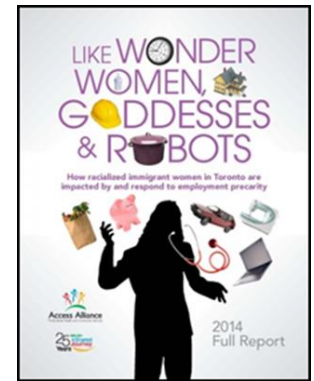




Access Alliance
Multicultural Health and Community Services

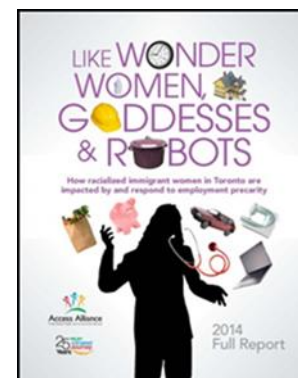


LIKE WONDER WOMEN, GODDESSES AND ROBOTS

- How Racialized Immigrant Women in Toronto are impacted by and respond to Employment Precarity
- *Presented by Sehr Athar, at the PEPSO Symposium May 2015*



Table 1. Demographic Profile of Study Participants	
Variable	Percent (N=30)
AGE	
30-39 years	33%
40-49 years	47%
50-59	20%
% Married or in a relationship	80%
% with university degree	71%
REGION/COUNTRY OF ORIGIN	
West Central Asia/Middle East (Afghanistan, Iran)	13%
China and South East Asia (Burma, Philippines)	24%
South Asia (Bangladesh, Nepal, Pakistan)	37%
Africa (Somalia, Sudan, Sierra Leone)	10%
Central and South America	6%
LENGTH OF STAY IN CANADA (2011 as reference)	
2-5 years	37%
6-10 years	30%
10+ years	33%



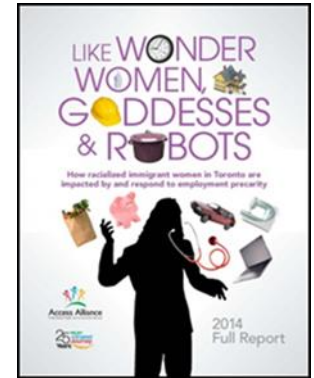
Precarious
Employment

Immigration

Race

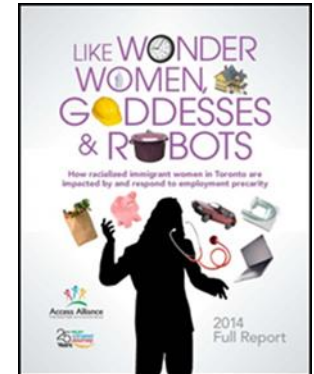
Gender





What does it look like?

- **More Educated**
 - Almost half (49)% of recent immigrant women had an undergraduate degree or higher (Chui, 2011)
- **High rates of part-time employment**
 - 49% rate for immigrant women (Chui, 2011)
- **Working in low-wage jobs**
 - Earning 48.7 cents for every dollar immigrant men earn (Block, 2013)

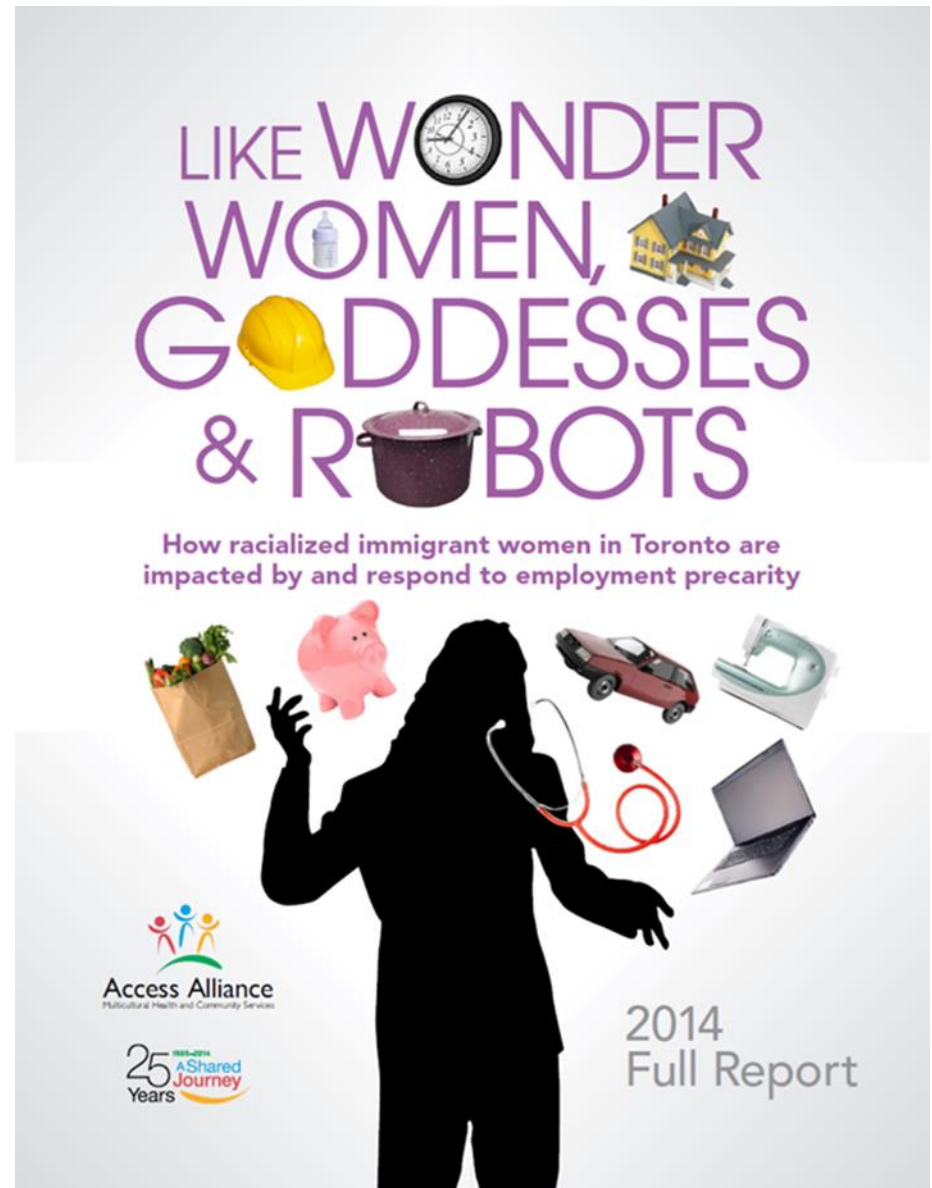


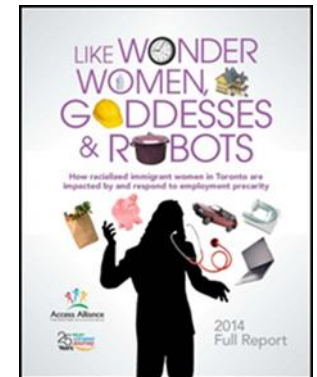
What does it feel like?

- Sacrifice
- Social Isolation
- Sleeping Problems
- Stress
- Strained Household Relations

Case Stories

- Natasha
- Naznin
- Diwa



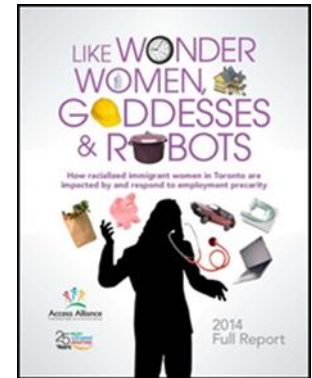


Like a Hindu Goddess

- It's tough, hard but somehow I manage. Like I go to bed later and I wake up first, and I feel that I have ten hands. **Like maybe you heard that one Hindu goddess, she has ten hands. Imagine because she did so many work. So I do, like in advance I just do lots of work....it's extremely pressured for me but I manage it, I can do that.**" (P22)

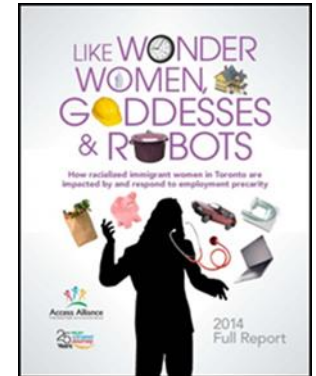


Immigrant women from **racialized** backgrounds are getting structurally streamed and stuck in highly **gendered** forms of low-paying and undervalued precarious jobs

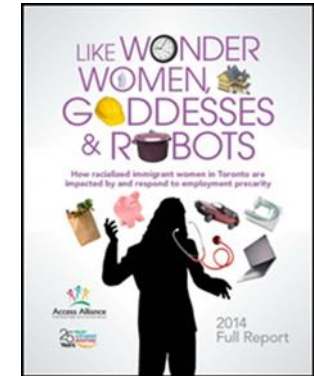


- Migration processes and immigration pathways are highly gendered in ways that can disadvantage women from early on in terms of labour market participation and wellbeing

Strategies to Resist Precarity

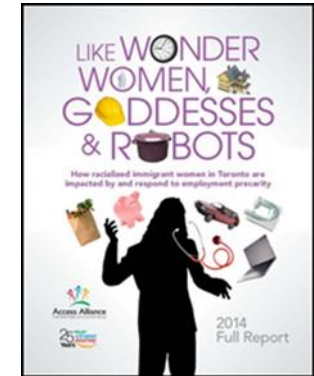


- Many Immigrant working women do extensive **volunteer work** and informal income generating work in response to employment precarity
 - *including lengthy periods of unemployment between job*



Like Wonder Woman

- “After my first daughter was born, [my husband] opened the company so I was home taking care of the family, taking care of the business. **Doing like Wonder Woman, everything, everything, everything.** No help and not getting a single help in cleaning and nothing in the house.” (P25)

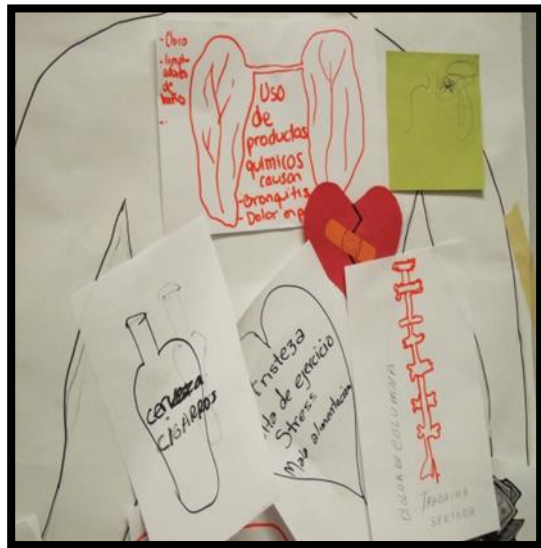


Social Factors

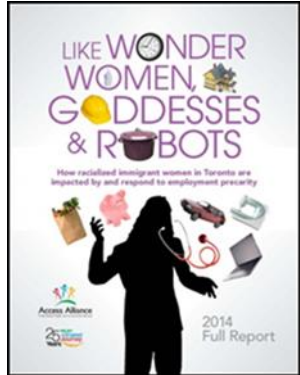
- Social barriers play a key role in preventing immigrant women from achieving employment security.
 - *social isolation, lack of affordable childcare, heavy household work, limited social mobility*



Mental + Spiritual Health



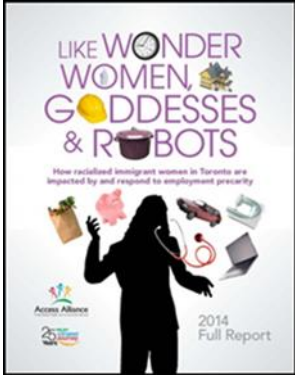
- Depression
- Stress
- Insomnia
- Frustration and depleted morale



Physical Health



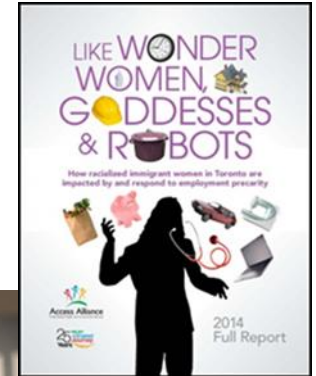
- Healthy Immigrant Effect
- Cardio-vascular illness



Health Promotion Role

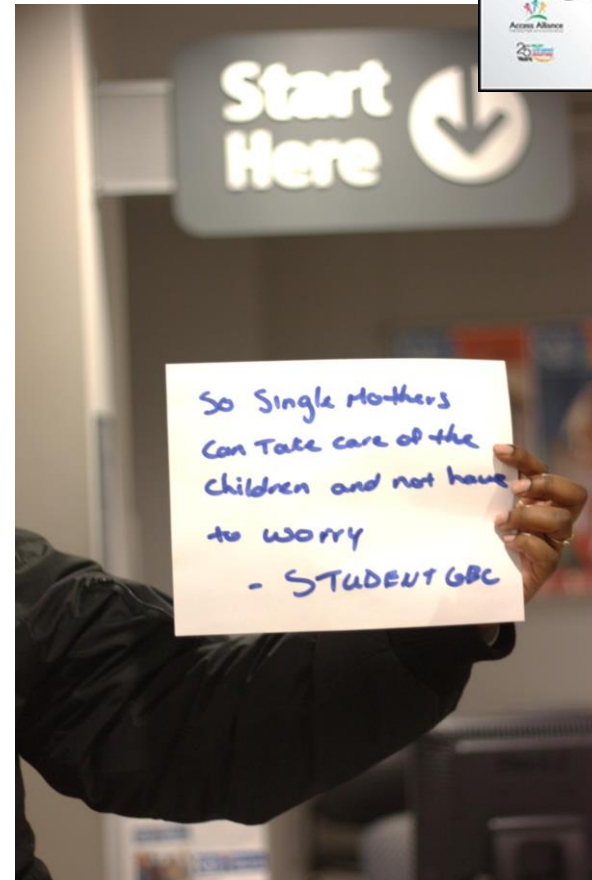


- *“Holding it together”*



Solutions

- Universal Childcare
- Changes to Employment Practices & Labour Laws
- Fairer accreditation processes
- Diversification of bridging programs
- Training & support for volunteers
- Employment Equity



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How racialized immigrant women in Toronto are impacted by and respond to employment precarity




Access Alliance
Multicultural Health and Community Services

25
Years
A Shared Journey

2014
Full Report

Thank you

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