



The Impact of COVID-19 on Marginalized Populations

EMPLOYMENT IN LONDON

*Isabel Li
SS3895 – Prof. Swartzman & Prof. Sicular*

Question 1

Do you think that immigrants and Indigenous populations experience differential impacts on employment from the pandemic?

Question 2

Do you know the magnitude of the differential impacts on employment?

Data 101

What are different types of data and if one is better than the other?

Data Frequency: Monthly data > Annual data

Data Region: Local > Provincial > National

Data required to access the impact scope on immigrants' and Indigenous people's labour force outcome:

1. Employment rate = number employed/working age population
2. Unemployment rate = number unemployed/labour force
3. Participation rate = labour force/working age population

Question 3

Take a guess on the availability of these data at different geographical level.

Indigenous Populations:

- Annual data: National level, Provincial level, Local level
- Monthly data: National level, Provincial level, Local level

Immigrants:

- Annual data: National level, Provincial level, Local level
- Monthly data: National level, Provincial level, Local level

Agenda



Overview

- Project Problem & Goals
- Project Findings



Quantitative Analysis

- Definition & Method of Analysis
- Analysis Walkthrough & Implications



Qualitative Analysis

- Support Programs



Summary

- Challenges & Solutions
- Acknowledgement & References
- Disclaimer



The Differential Impact of COVID-19 on Employment

The goal of this project is to discern the **impact** of COVID-19 on employment in London, from March –Dec 2020, especially for **immigrants and Indigenous populations**, and to **propose viable strategies in removing the employment barriers**.

Immigrants

Gaps in labour force performance started to widen since the start of the lockdown in March. Gaps continued to increase post lockdown, implying that immigrants experience a greater and more prolonged impact.

Indigenous Populations

Labour force outcome of Indigenous populations was worse than that of non-Indigenous populations. The trends also tend to be more volatile. Indigenous populations seemed to be impacted harder by the pandemic.

Immigrants and Indigenous populations experienced larger drops in the employment rate than the overall population in London. The full impact scope can't be determined unless more data are made available.

Recommendation

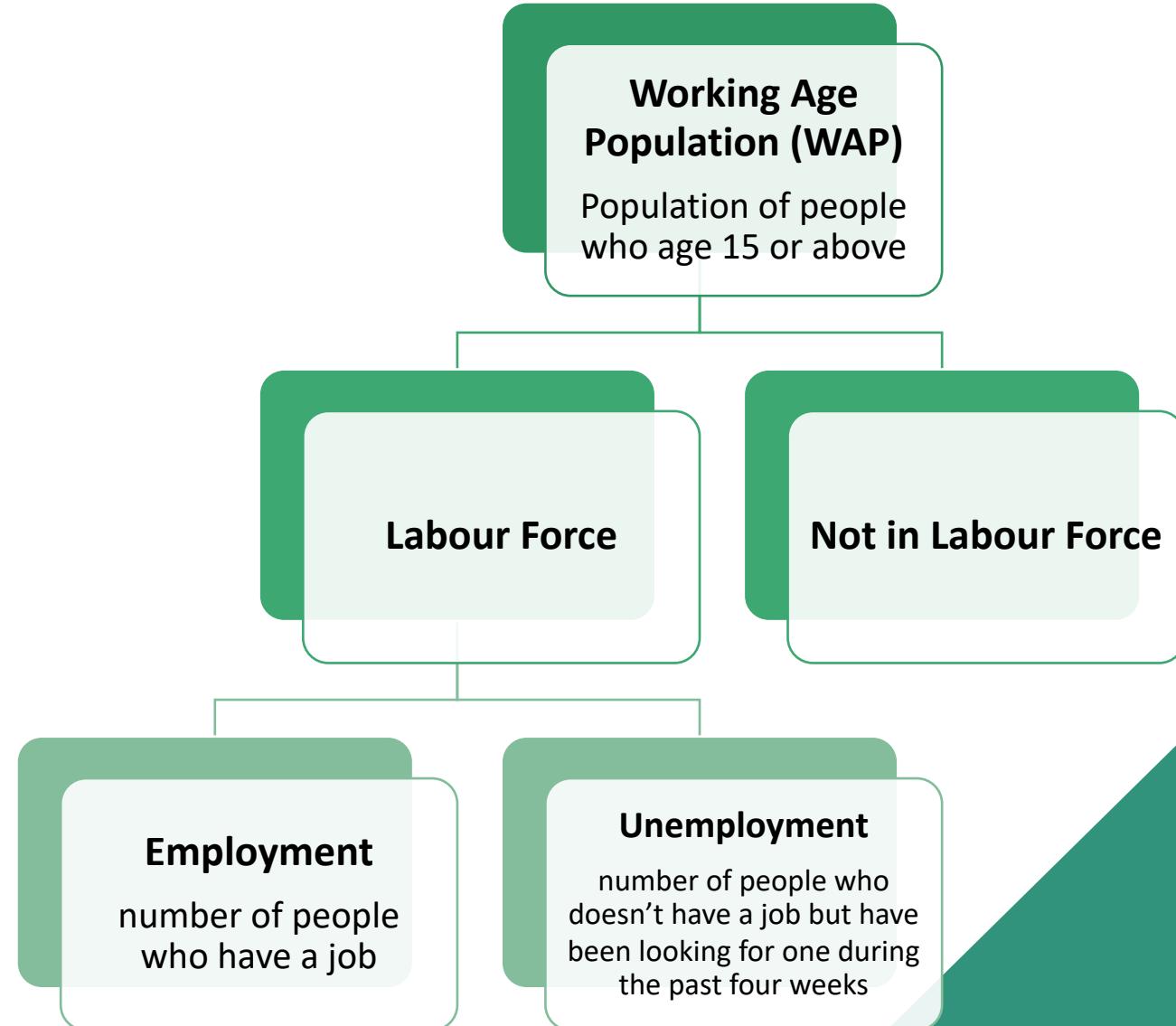
Publicly available data for immigrants and Indigenous populations are very insufficient, it is highly recommended for the city to provide local disaggregated data.

Definitions & Methods of Analysis

Marginalized populations:

- **Immigrants:** refers to a person who is, or who has ever been, a landed immigrant or permanent resident.
- **Indigenous Populations:** refers to a person who self-identify as First Nations (North American Indian), Métis or Inuk (Inuit). (A person may be in more than one of these three specific groups)

Definitions & Methods of Analysis



Definitions & Methods of Analysis

Statistics:

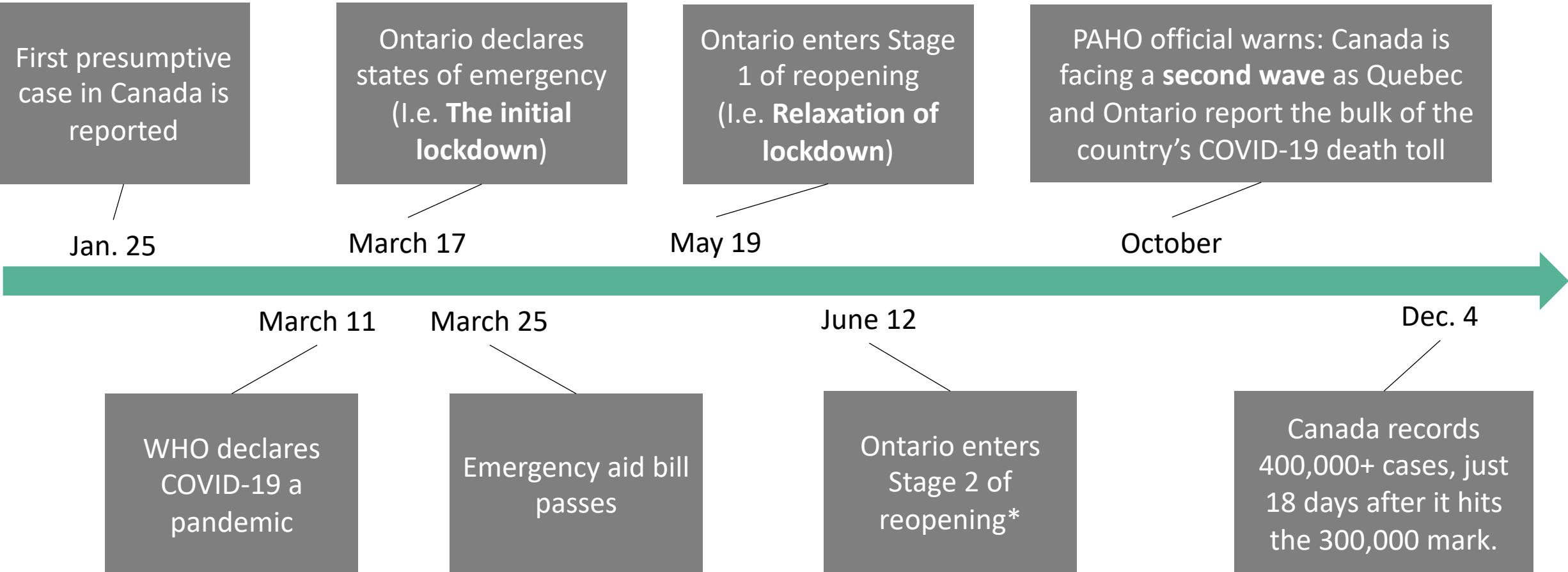
- **Employment rate** = Employment / WAP
- **Unemployment rate** = Unemployment / Labour Force
- **Participation rate** = Labour Force / WAP
- **Levels of analysis**
 - Provincial
 - Immigrants: Ontario
 - Indigenous populations: Eastern and central provinces
 - Local
 - Immigrants & Indigenous populations: London CMA

Definitions & Methods of Analysis

Geographical regions:

- **Eastern and central provinces:** includes the provinces of Newfoundland and Labrador, Nova Scotia, New Brunswick, Prince Edward Island, Quebec, and Ontario.
- **London CMA:** London Census Metropolitan Area, includes the municipalities of London, St. Thomas, as well as Thames Centre, Middlesex Centre, Strathroy-Caradoc, Adelaide Metcalfe, Central Elgin and Southwold.
 - 2016 Census data -- incompletely enumerated Indian reserve or Indian settlement
 - Labour Force Survey data – only includes people living off-reserves

A Timeline of COVID-19 in 2020

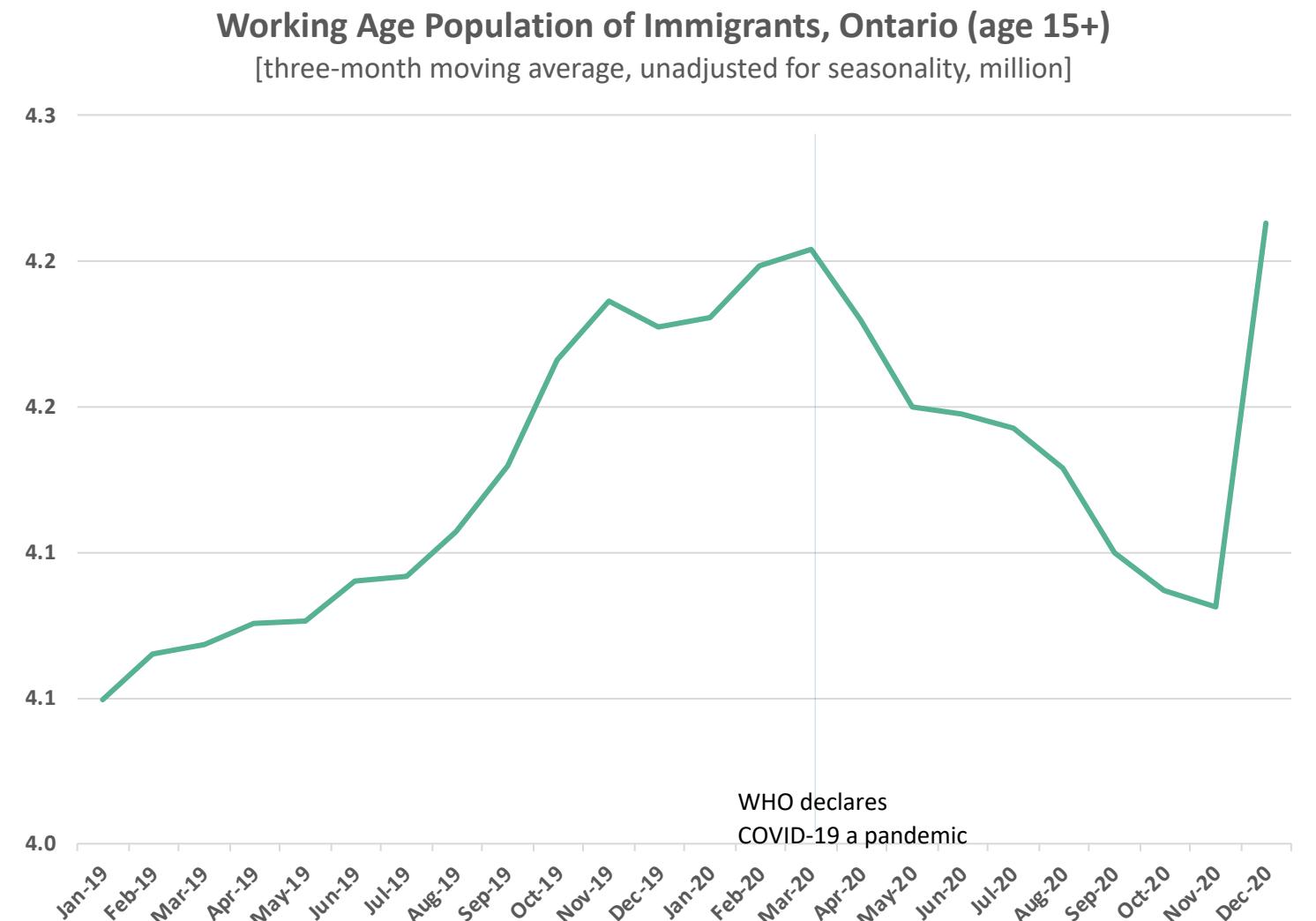


* except for Toronto, Windsor-Essex and Peel region

Immigrants – Canada & Ontario

Canada & Ontario: pre-existing disparity among immigrants was amplified by COVID-19

- In Canada, immigrants are **disproportionately represented** in jobs with greater exposure to COVID-19 (Statistics Canada, 2020)
- In Ontario, working age population of immigrants saw **sharp decreases** from March to November 2020, by 123,000. Decrease was **significant** among immigrants who **landed 5 years or less** and who **landed more than 10 years earlier**.
- Other than the higher health risk, **slow down in immigrant admission** during the lockdown may also contribute to the decrease in working age population.



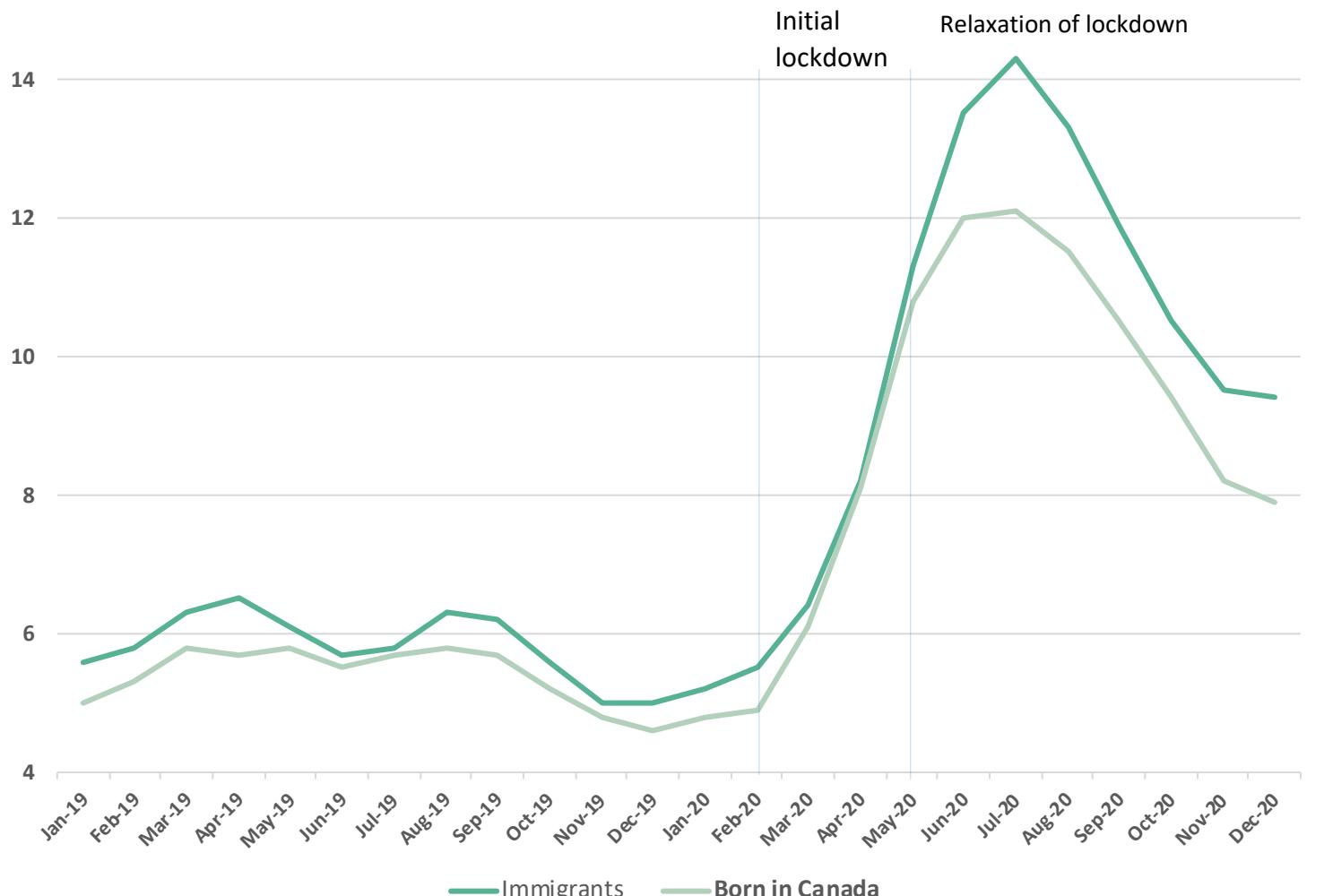
Source: Statistics Canada. Table 14-10-0082-01

Ontario: The unemployment rate gap persisted and was widened after relaxation of lockdown

- In 2019, the **gap in unemployment rate** between immigrants and others born in Canada is around **0.5%**.
- During the initial lockdown from March to May 2020, unemployment rate **spiked** for both groups and **the gap is narrowing**.
- Immigrants experienced a **delayed recovery** compared to others born in Canada, which occurred **1 month** after relaxation of lockdown in June 2020.
- The gap in unemployment rate **widened to 2.2%** by July 2020 due to **slower recovery**, then narrowed and **persisted around 1-1.5%** for the rest of the year.

Unemployment Rate of Immigrants vs. Born in Canada, Ontario (age 15+)

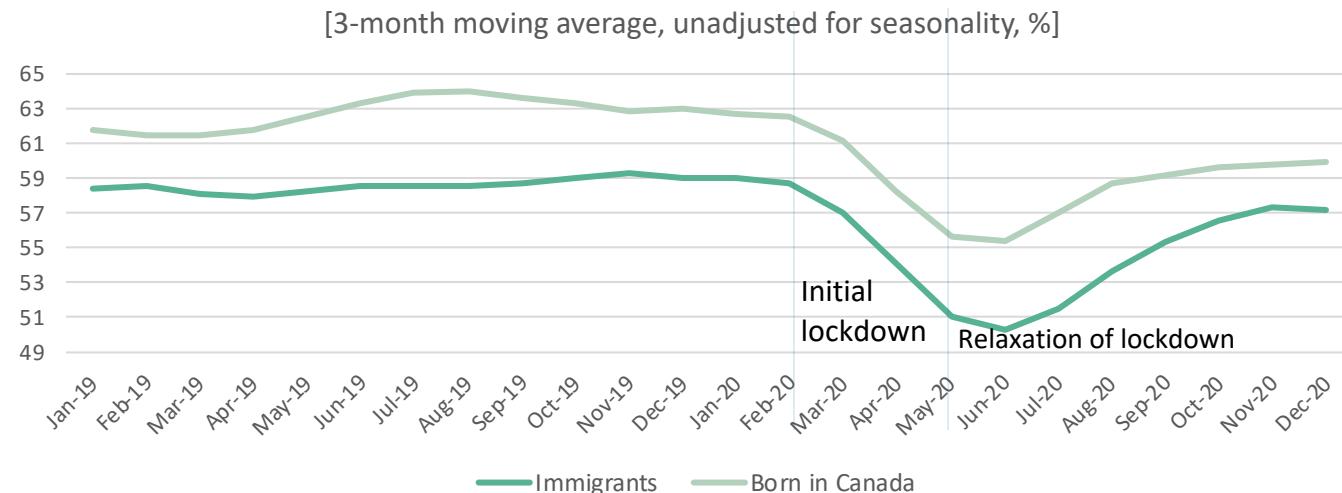
[three-month moving average, unadjusted for seasonality, %]



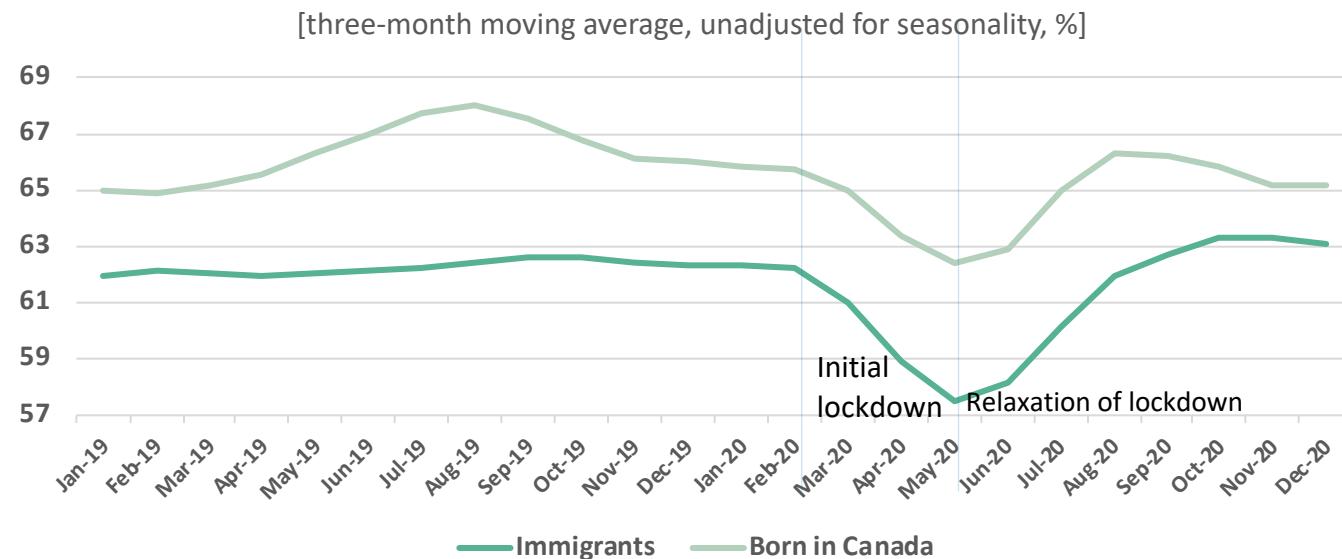
Ontario: Participation rate & employment rate of immigrants consistently below that of others born in Canada

- Throughout 2019, the gap in participation rate and employment rate between immigrants and others born in Canada was significant and fluctuated around 2.5% and 4% respectively.
- Although the lockdown had similar negative impacts on both immigrants and others born in Canada, a slower recovery of immigrants caused the gap in employment rate to widen.
- Participation rate of immigrants appears to be returning a higher level after relaxation of lockdown. Other than the increase in the labour force, this is also caused by a decrease in working age population.

Employment Rate of Immigrants vs. Born in Canada, Ontario (age 15+)



Participation Rate of Immigrants vs. Born in Canada, Ontario (age 15+)



Source: Statistics Canada. Table 14-10-0082-01

Indigenous Populations

– Canada

Canada: Statistics Canada - “Labour market impacts of COVID-19 on Indigenous people: March to August 2020”

- Although labour market impacts among Indigenous and non-Indigenous populations were **similar early in the pandemic, recovery** up to the three-month period ending in August 2020 has been **slower** among Indigenous populations. [Figure 1]
- **Youth** were more greatly impacted compared to older adults. Since Indigenous populations have a younger demographic, they may be **facing greater challenges**. [Figure 2]

Figure 1

Employment Rate by Indigenous Group, Canada (age 15+)

[three-month averages, population living off reserve in the provinces, not adjusted for seasonality, %]

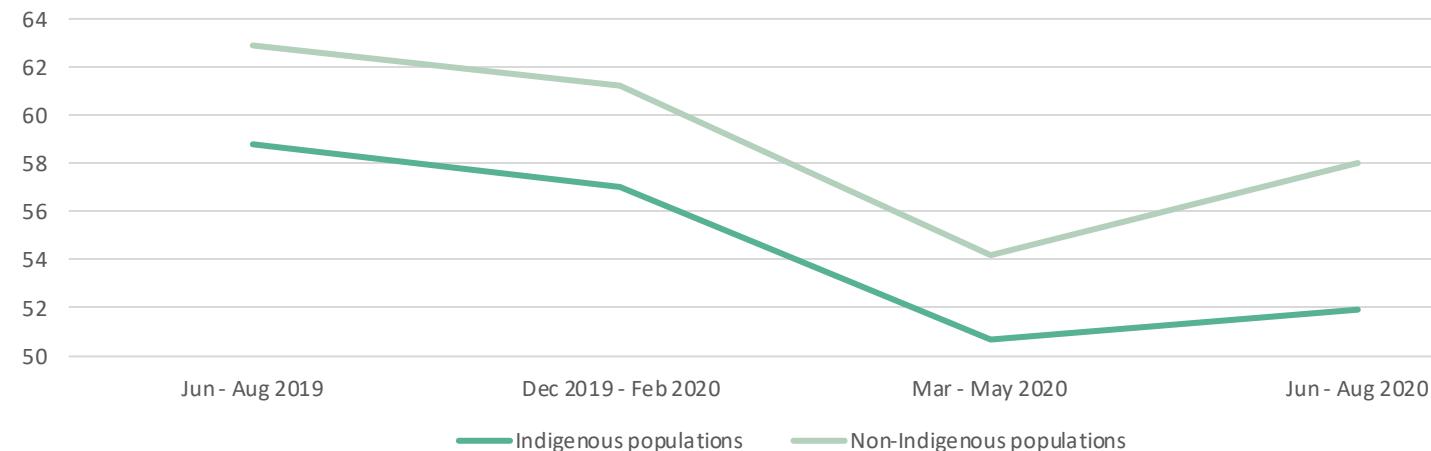
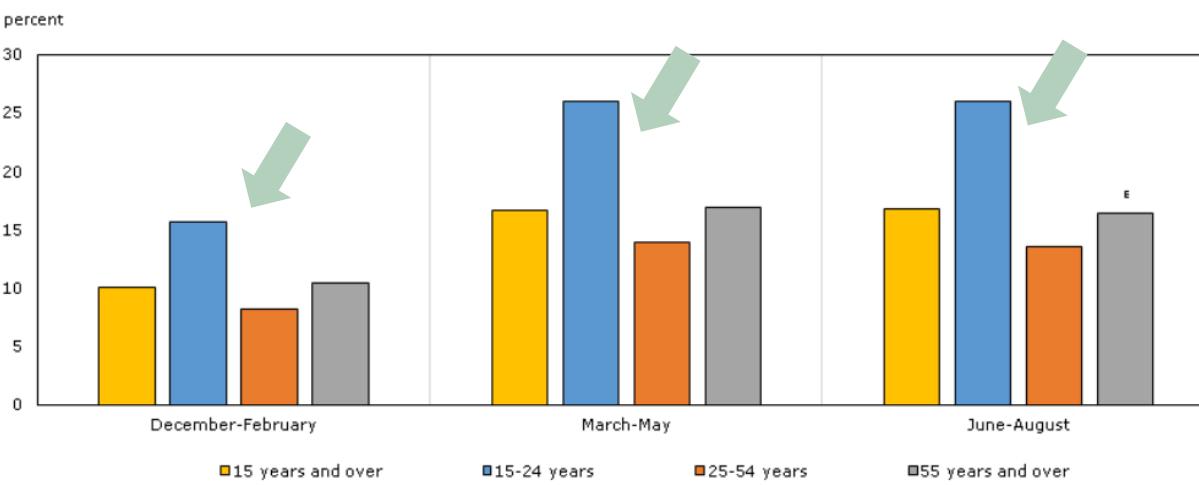


Figure 2 Unemployment rate, by age group, three-month averages, Indigenous people living off reserve in the provinces, Canada, December 2019 to August 2020, not adjusted for seasonality



* use with caution

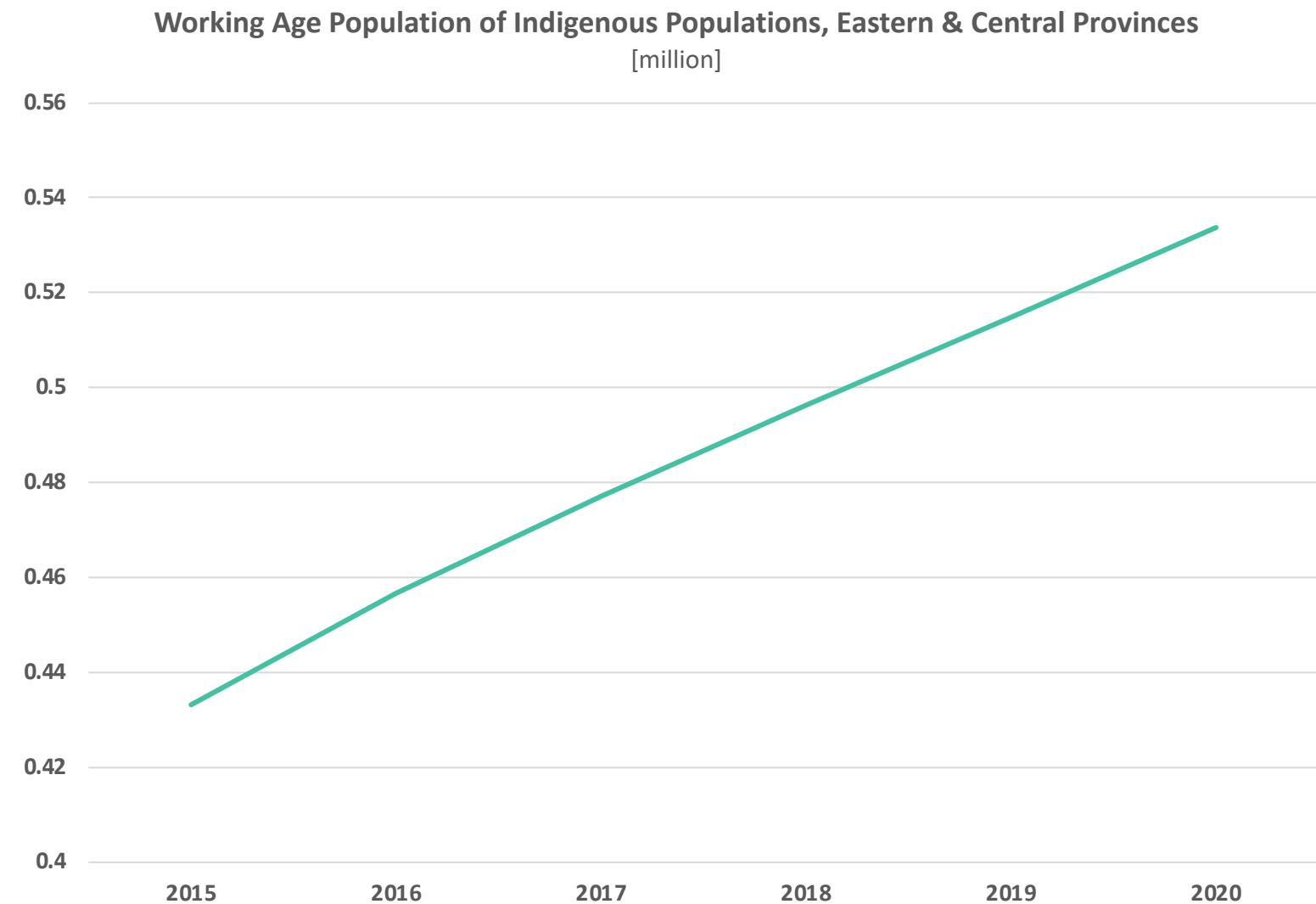
Source: Statistics Canada. Labour Force Survey

Indigenous Populations

– Eastern and Central Provinces

Eastern and central provinces: Working age population of Indigenous populations is growing fast

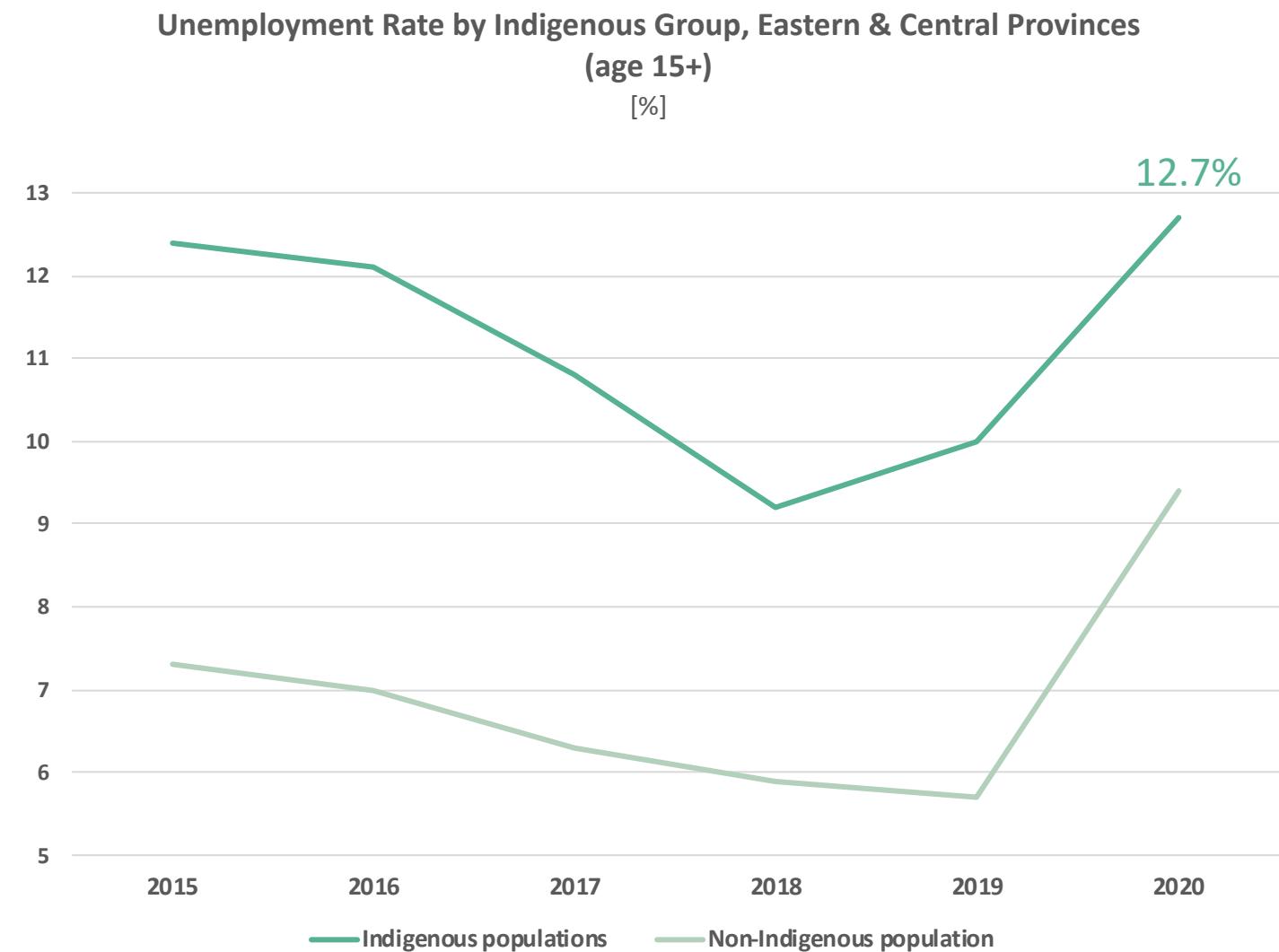
- From 2015 to 2020, the working age population of Indigenous people in eastern and central provinces (estimated by Statistics Canada) **increased by 23%**, which is **3.8 times** that of non-Indigenous population.
- Reported by Statistics Canada after releasing the 2016 Census, **natural growth and changes in self-reported identification** have contributed to the growing Indigenous population:
 - Increased life expectancy and relatively high fertility rates
 - More people are newly identifying as Indigenous on the census—a continuation of a trend over time.



Source: Statistics Canada. Table 14-10-0359-01

Eastern and central provinces: Indigenous populations face labour market difficulties before & after the pandemic

- There has been a **continued unemployment rate gap** between Indigenous populations and others, at roughly **4~5%**, reflecting a **long-lasting disparity** in labour outcomes.
- Prior to the pandemic, in 2019, the unemployment rate among Indigenous populations were **1.75 times** that among non-Indigenous populations.
- Increases (due to the pandemic) in unemployment rate among Indigenous populations **similar** to that of non-Indigenous populations, though **starting from a higher base**. (Statistics Canada, 2020)
- Analysis on trends in employment rate and participation rate show similar findings.



Source: Statistics Canada. Table 14-10-0359-01

London Level Analysis

Definition & Method of Analysis

Objective: Quantify the differential impact of immigrants and Indigenous populations on employment in London.

Challenge: lack disaggregated local data.

Alternative Data Available:

1. 2016 Census Data contains Immigrants and Indigenous populations' employment status based on industry in Ontario
2. Provincial data

Data required	Data time period & source
(A) Total # employed in different industries, preferably in London	2016 annual average
(B) # of immigrants working in different industries	2016 Census
Calculate B/A	
(C) % of immigrants employed in different industries/custom tabulation	2016
(D) total number of monthly employed for these industries since Jan 2019	Jan 2019 - Dec 2020 Stats Can
Summation of all industries for immigrants in London	
(F) $C1*D1 + \dots + Cn*Dn$ OR $C1*D1 + C2*D2 + \dots + C10*D10 + (\text{total # of immigrants employed in london} - \text{SUM}(B1-B10))$	
(G) WAP of immigrants in London	2016 Census
(H) Growth rate of WAP of immigrants in London	2016-2019 annual average
Use F G H calculate the monthly employment rate of immigrants in London since Jan 2019	
$F/(G*H)$	
Assumptions we made:	
1) proportion of immigrants working in these industries remains the same	
2) Assign a growth rate to 2016 WAP of Immigrants in London	
3) People working in the same experience the same impact from the pandemic	

Data required	Data time period & source
(A) Total # employed in different industries ON	2016 annual average
(B) # of indigenous people working in different industries	2016 Census
Calculate B/A	
(C) % of Indigenous people employed in different industries/custom tabulation	2016
Pick the highest 10 industry using the percentages calculated in the previous step	
(D) total number of monthly employed for these industries since Jan 2019	Jan 2019 - Dec 2020 Stats Can
Use the weighted average of these industries to calculate monthly average employed for indigenous people in London	
(F) $C1*D1 + C2*D2 + \dots + C10*D10 + (1-SUM(C1-C10))*Avg\ Monthly\ # Employed\ in\ London$	
(G) WAP of Indigenous people in London	2016 Census
(H) Growth rate of WAP of indigenous people in Eastern Provinces	2016-2019 annual average
Use F G H calculate the monthly employment rate of immigrants in London since Jan 2019	
$F/(G*H)$	
Assumptions we made:	
1) proportion of immigrants working in these industries remains the same	
2) Assign a growth rate to 2016 WAP of Immigrants in London	
3) People working in the same experience the same impact from the pandemic	

London: Indigenous populations' employment experienced a sharp decrease during the initial lockdown

From the estimated Indigenous populations employment rate in London, we observed a sharp decrease from the start of the lockdown, March 2020, to the end of the lockdown, May 2020. During the relaxation period in June, the employment rate remains flat, and started to increase in July 2020. However, it has yet to reach the same employment level pre-COVID19 in February 2020

Recovery:
using inferences from provincial level data and 2016 Census

We can't yet conclude that immigrants are only impacted by 2.6% more, as participation rate is a negligible rate that we need to take into consideration when analyzing the impact scope.

Employment Rate of Immigrants in London



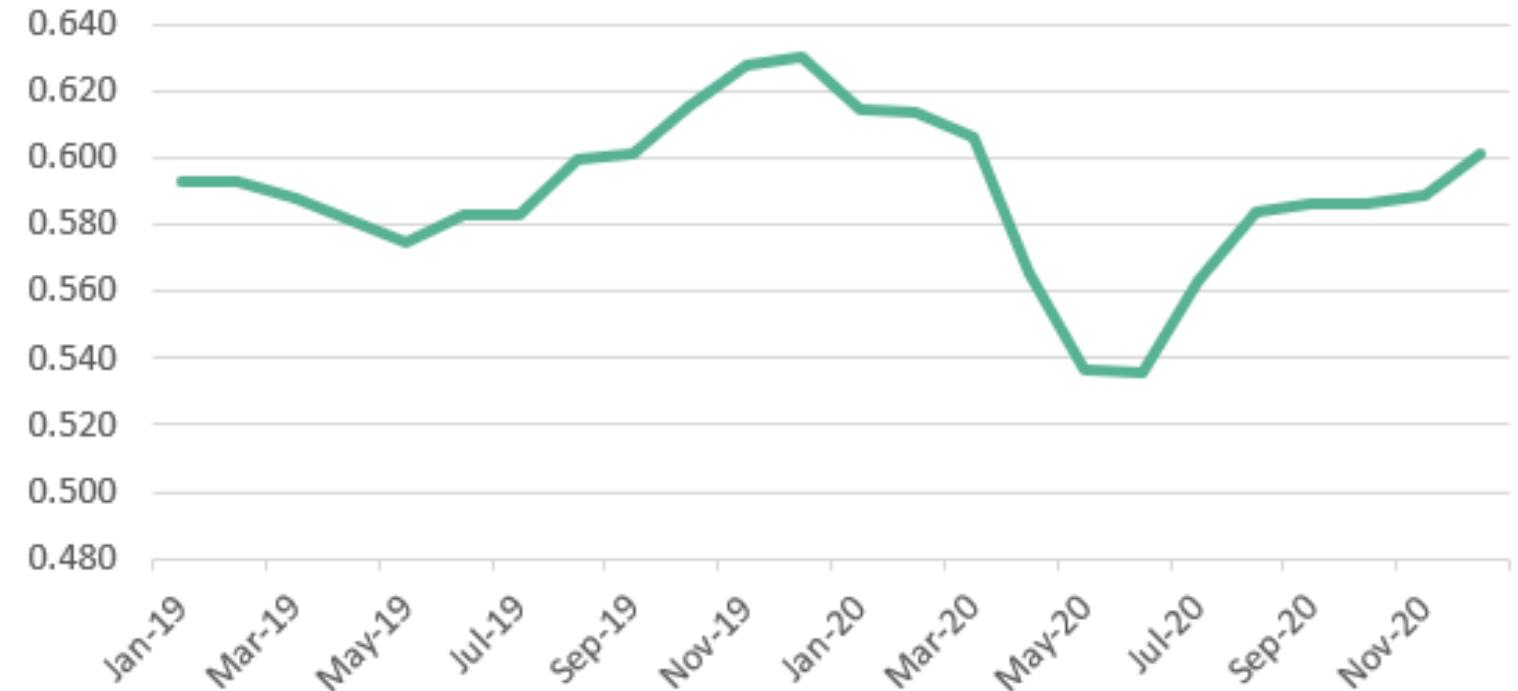
London: Indigenous populations' employment experienced a sharp decrease during the initial lockdown

From the estimated Indigenous employment rate in London, we observed a sharp decrease from the start of the lockdown, March 2020, to the end of the lockdown, May 2020. During the relaxation period in June, the employment rate remains flat, and started to increase in July 2020. However, it has yet to reach the same employment level pre-COVID19 in February 2020.

Recovery:
using inferences from provincial level data and
2016 Census

We can't yet conclude that immigrants are only impacted by 2.6% more, as participation rate is a negligible rate that we need to take into consideration when analyzing the impact scope.

Employment Rate for Indigenous People in London



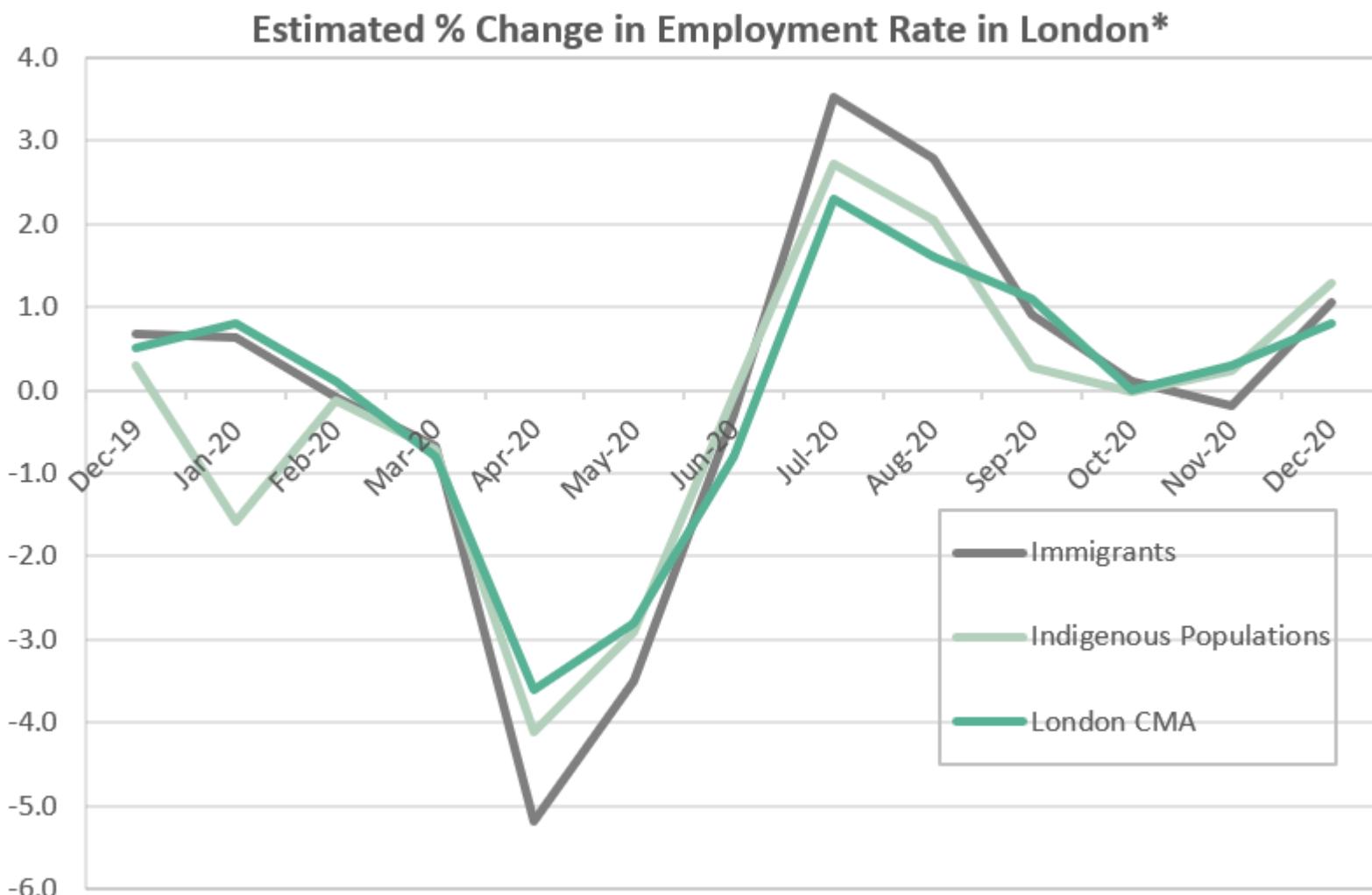


Immigrants:

The magnitude of the drop equals 7%,
whereas the magnitude of the drop of
London's overall employment rate
equals 6.4%

Indigenous Populations:

The magnitude of the drop equals 9%,
whereas the magnitude of the drop of
London's overall employment rate
equals 6.4%



Total Income Groups in 2015, London CMA

- Proportion of Indigenous populations to others is **significantly higher** in the lower income groups, suggesting **Indigenous people are experiencing greater financial difficulty than others**

- Line of best fit suggests the same, more Indigenous people are earning a lower income than non-Indigenous people
Income statistics

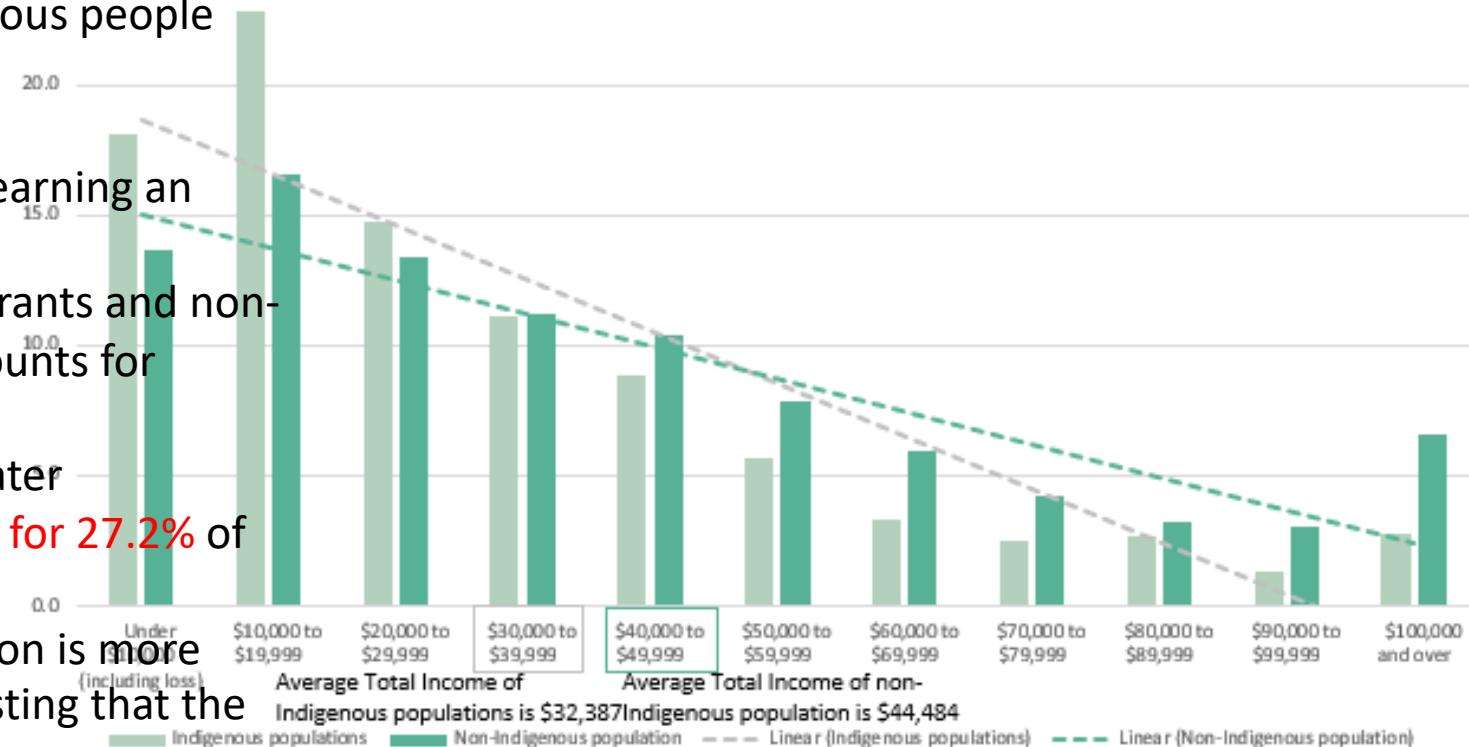
- **64.5% Indigenous vs 70% non-Indigenous** are earning an employment income in 2016

- Employment income difference between immigrants and non-immigrants is **very significant**: the difference accounts for **24.9%** of average income of non-immigrants

- Difference in total income suggests slightly greater differentiation, for which the difference accounts for **27.2%** of average income of non-immigrants

- Income distribution among Indigenous population is **more right skewed** than that of non-Indigenous, suggesting that the proportion of lower income is higher for Indigenous populations.

Total Income Groups in 2015 by Indigenous Group, London CMA
[percentage of total population, %]



Income statistics

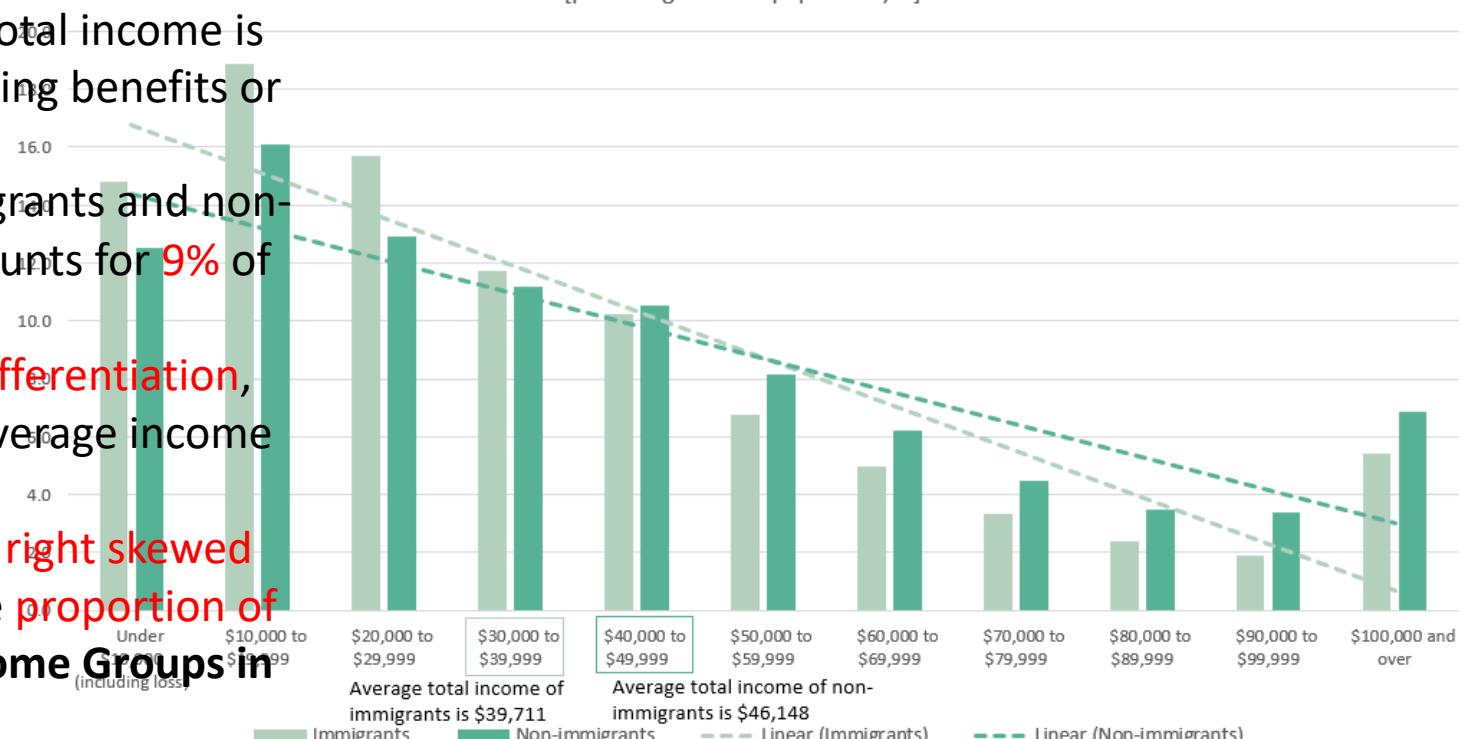
- 60.6% immigrants vs 73.1% non-immigrants are earning an employment income in 2016
- The percentages of population that is earning total income is similar, suggesting many immigrants may be getting benefits or working in farms (?)
- Employment income difference between immigrants and non-immigrants is **not significant**: the difference accounts for 9% of average income of non-immigrants
- **Difference in total income suggests a greater differentiation**, for which the difference accounts for 13.9% of average income of non-immigrants
- Income distribution among immigrants is more **right skewed** than that of non-immigrants, suggesting that the **proportion of lower income is higher for immigrants**.

Total Income Groups in 2015, London CMA

- Proportion of immigrants to others is relatively higher in the lower income groups, suggesting **immigrants are experiencing greater financial difficulty than others**
- Line of best fit suggests the same, more immigrants are earning a lower income than non-immigrants

Total Income Groups in 2015 by Immigrant Status, London CMA

[percentage of total population, %]



Support Programs During the Pandemic

Federal Support: Employment Insurance relief measures

- Eligibility (Unchanged)
 - Were employed in an insurable employment, for minimum hours
 - Leaving jobs of no fault of ones own
 - without work and pay for seven consecutive days in the last 52 weeks
- Applicants will get a **one-time credit** of **300** insurable hours.
- Recipients can receive **at least \$500 per week** before taxes, but one could receive more.
- Recipients will be eligible for **up to 45 weeks** (50 weeks for seasonal workers) of regular benefits.



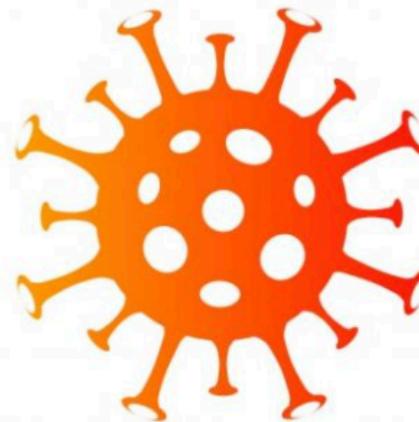
After COVID-19 and the relief

- 1 week of unpaid waiting period may be waived
- Minimum hours for eligibility were reduced
- Regular benefits* for eligible recipients increased
 - Immigrants: ~\$5,837 → \$13,000
 - Indigenous people: ~\$4,733 → \$13,000

* Regular benefits are calculated using average employment income (2016 figure), which includes self-employment income, so the actual benefit could be higher (For complete calculation, see slide p39)

People who are not eligible for Employment Insurance benefit may be eligible for Ontario Works

- Support
 - Help cover **essential cost** for self and eligible family members
 - Help to find and keep a job (workshops, trainings, etc.)
- In most cases, one must to participate in employment-related activities to get financial help.
- Eligible recipients can receive **\$733 a month** for basic needs and shelter and additional amounts for family members



**Temporary
Ontario Works
COVID-19
Emergency Benefit**

The Emergency Benefit is a **one-time discretionary benefit** made available for those who were on social assistance (Ontario Works and ODSP*) for March and/or April 2020.

- Singles are eligible for a maximum of \$100
- Families are eligible for a maximum of \$200

London has many employment support programs built specifically for immigrants and Indigenous populations

- Programs are designed to provide job seekers the opportunity to learn about the types of skills employers are seeking, increased knowledge of regional labour markets and preparation for interviews.
- Many institutions also provide **one-on-one** employment consultation and professional documents assistance **free of charge**.
- While lockdown was in effect, most of the institutions continue to operate **virtually**.
- Most institutions are **non-profit organizations** funded by various government bodies, including the Immigration, Refugees, and Citizenship Canada, the Government of Ontario and the City of London.

	Institution – Program/Department	Cost
Immigrants	Cross Cultural Learning Center - Job Search Workshop Program	N/A
	WIL Employment Connections - Employment Preparation for Internationally Trained Individuals	Free for people who are unemployed and seeking work
	IMMPLOY - Mentorship Programs	N/A
	IMMPLOY - Job Match	N/A
Indigenous Populations	Nokee Kwe – Career Directions and Employment Center	Free
	Chippewas of the Thames – Employment & Training	Free for members



Summary & Data Recommendation

Statistics Canada provides a wide range of variables, however many are not publicly available in London CMA

- Data used in the analysis is sourced from **Statistics Canada**
- Potential data sources
 - Open access: Statistics Canada
 - Restricted: Environics database, Western Research Data Center (RDC), Custom tabulation by Statistics Canada (fees may apply)

Recommendation:

Immigrants and Indigenous populations are impacted more greatly during the pandemic, in London and in higher geographical levels. Government may have helped them but data weren't sufficient to conduct analysis. Thus it is recommended for the city and Statistics Canada to provide(release) local disaggregated data.

	London CMA			
	Overall Population		Marginalized Populations **	
	Monthly Data	Annual Data	Monthly Data	Annual Data
Labour Force Statistics ***	✓	✓	X	✓*
Income Statistics	✓	✓	X	✓*
Full-time Employment	✓	✓	X	X
Part-time Employment	✓	✓	X	X
Employment Insurance Statistics	Available in Ontario		X	X
Employment by Industry	✓	✓	X	✓*
Population	✓	✓	X	✓*

* 2016 Census data

** Immigrants and Indigenous populations

*** Refers to Employment rate, Unemployment rate and Participation rate

Note: This table summarizes available open access data from Statistics Canada

Acknowledgement and References

- Thank you:
 - Kinga Koltun (City of London),**
 - for insightful advices throughout the project
 - Michael Courey (London Poverty Research Center),**
 - for continued support and suggestions on quantitative analysis
 - Dr. Natalia Lapshina (Western University)**
 - for generous collaboration on immigrant survey
- References
 - Impacts of COVID-19 on immigrants and people designated as visible minorities. (2020). Statistics Canada. <https://www150.statcan.gc.ca/n1/pub/11-631-x/2020004/s6-eng.htm>
 - Labour market impacts of COVID-19 on Indigenous people: March to August 2020. (2020, November 2). Statistics Canada. <https://www150.statcan.gc.ca/n1/pub/45-28-0001/2020001/article/00085-eng.htm>
 - The Daily — Aboriginal peoples in Canada: Key results from the 2016 Census. (2017). Statistics Canada. <https://www150.statcan.gc.ca/n1/daily-quotidien/171025/dq171025a-eng.htm>

Disclaimer

This presentation was developed and is made available by a undergraduate student from the Economics Department of Western University for educational purposes. The analysis is based on statistics from the Labour Force Survey and 2016 Census sourced from Statistics Canada. Although best efforts are made to ensure that all information is accurate and up to date, some unintended errors may occur, and the results may reflect nonresponse bias of sample data and assumptions made. We also acknowledge that the analyses are based solely on statistical data and were not informed by direct advice or feedback from members of the immigrant and indigenous communities. Consequently, the findings could contain errors and not accurately reflect the lived experiences of these communities.

Federal Support: Employment Insurance relief measures

Calculation of regular benefits:

Weekly income = Gross annual income / Number of work weeks

Immigrants: $\$39417/52 = \758.02

Indigenous people: $\$31963/52 = \614.67

Weekly benefits = Average weekly income x (Basic benefit rate (55%))

Immigrants: $\$758.02 * 0.55 = \416.91

Indigenous people: $\$614.67 * 0.55 = \338.07

Benefits on the period = Weekly benefits x Number of payable weeks

Immigrants: $\sim\$417/\text{week for 14 weeks} = \$5,837$

Indigenous people: $\sim\$338/\text{week for 14 weeks} = \$4,733$

(14 weeks based on minimum insurable hours (700) and regional unemployment rate (5.6%))

Immigrants: $\$500/\text{week for 26 weeks} = \$13,000$

Indigenous people: $\$500/\text{week for 26 weeks} = \$13,000$

(26 weeks based on minimum insurable hours (120+300) and regional unemployment rate (13.1%))

* Regular benefits are calculated using average employment income (2016 figure), which includes self-employment income, so the actual benefit could be higher