



Precarious and non-standard employment and the immigrant experience during COVID-19

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Small Business and Precarious Work in the US: The Impact of COVID-19

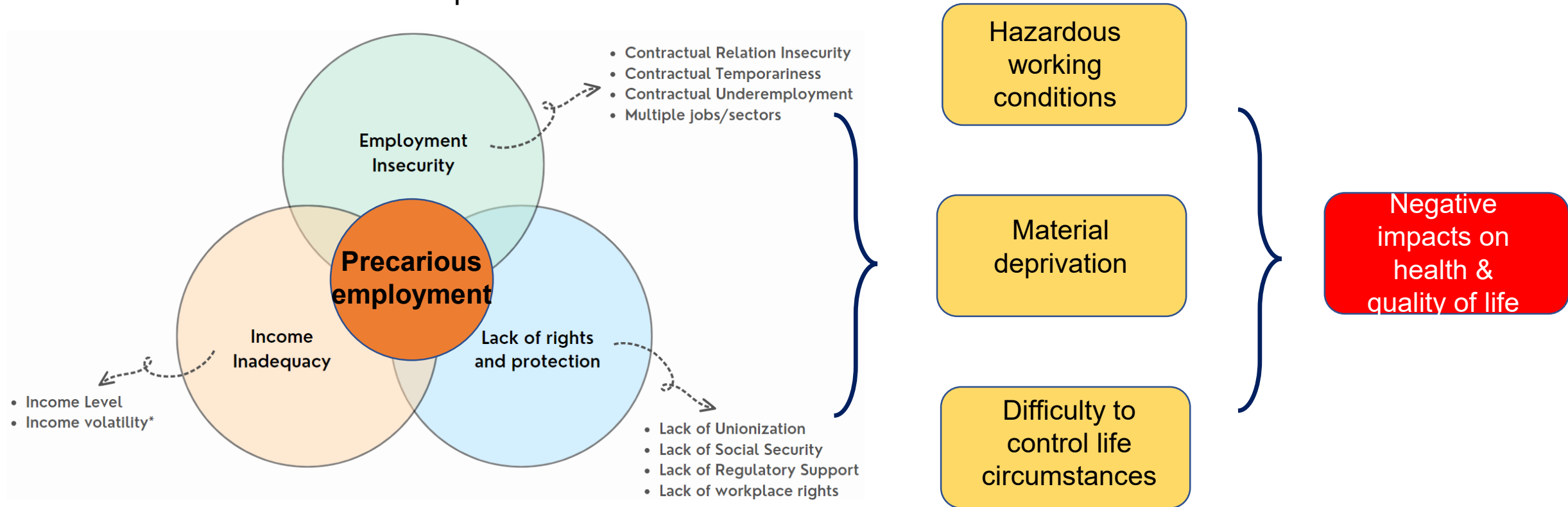
webinar

12.6.22

For the Societal Experts Action Network, The National Academies of Sciences, Engineering, and Medicine

Precarious employment as a SDOH

- Non-standard employment (NSE): insecure, short-term jobs with few benefits or rights
- Some forms of NSE are precarious





NYC: 40 In-depth
Interviews (N=250+)
via Zoom
English & Spanish

The Hustle: Experiences of making work ‘work’ for non-standard and precariously employed workers in New York City

Demographics

Gender:

F- 25

M- 15

Age:

25-55;

median:

36.5

Birth:

US: 29

non-US: 11

Housecleaners

Industrial cleaner/ demo

Restaurant workers

Laundry worker

Home attendant

Non-profit consultant

Adjunct instructor

Job counselor

Grants manager

Key Findings (immigrants)

Employment quality

- Job insecurity & instability
- Long work hours for enough income
- Pay inconsistencies; wage theft
- Management of relationships w/ especially supervisors to counteract job insecurity
- Job enables providing for families
- Work authorization would enable job security & benefits

COVID & Health & well-being

- Job loss and overwork
- Stress, anxiety, & physical exhaustion intensified



2 surveys
(in person & phone)
Spanish

Safe and Just Cleaners Study

Understand exposure to cleaning chemicals, disinfectants, & other work exposures among Latinx and immigrant housecleaners in NYC and Westchester and reduce future health impacts; create educational action campaign

Demographics

Participants: 402	English proficiency: 38%
Gender: Female-99%	uncomfortable
Birth: non-US: 100%	Primary family wage earner: 44%
Time in US: 16 yrs. (avg.)	Income: \$15/hr (avg.)
Age: 44 (avg.) (21–78 range)	22 hrs/ week (avg.); 3 diff. clients/ wk

Key Findings

93% had no formal written contract	COVID impacts: (N=296) 29% worked during March-June 2020; After - 78% worked reduced hrs
49% lacked health insurance	<u>Food security:</u> 86% food insecure
Language strongly associated w/ overall self-reported and mental health (stress & depression)	36% extreme food insecure
	<u>Housing security:</u> 40% worry place to live
	24% owed > \$1000 back rent
	<u>Decreased mental health and self reported overall health</u>

NY-NJ Occupational Safety & Health Collaborative

Description

Grassroots community-based organizations

~17 organizations in NY & NJ

Latinx immigrant workers and families (e.g., day laborers & housecleaners)

Monthly or weekly meetings over 8 years

Needs & achievements 2020-21

- Life sustaining provisions – food, baby formula, cash assistance through 2021
- Increased demand for health and safety trainings (top 3):
 - COVID-19 protective measures while working
 - OSHA community trainings (required in NYC)
 - Identification of hazards
- Early - outreach conducted in corners/ streets
- Later - increase in digital methods:
 - Video trainings
 - WhatsApp

Advocacy:

