

A photograph of a white industrial robotic arm in a factory setting, performing a welding task. Bright sparks are flying from the point of contact between the tool and the workpiece. The background shows a complex industrial environment with various pipes and structures.

MIGRATION AND THE FUTURE OF WORK

**Canadian and Comparative
Perspectives in Pandemic Times**

Annual Conference of the Canada
Excellence Research Chair in
Migration and Integration

**ONLINE CONFERENCE
FEB. 22-25, 2021**

**Ryerson
University**

**Canada Excellence
Research Chair in
Migration & Integration**



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During the first two decades of the 21st century, we have witnessed important socio-economic transformations largely driven by advances in information and communication technology. But before we even begin to project into the future, the global pandemic requires that we apply a new lens to our long-term views about migration. Nations have introduced new rules for who and how many people they admit into their country. Will these new priorities persist into the future? Almost a full year into the pandemic, highly skilled migration remains at a standstill. Low-skilled migration has been prioritized as essential and yet work remains precarious.

This immediate refocus must be applied to the longer-term structural change that has been underway for some time. Global value chains have become increasingly important, and delocalization in the production of both goods and services has intensified. Competition for global talent has increased, while highly skilled migration and diversity in the workplace are now recognized as drivers of innovation. Artificial intelligence is expected to shape the future of work in ways that we cannot yet fully grasp, though we know emotional or communicative skills cannot be replaced by machines.

These many changes are affecting both the governance of international migration and the integration of migrants into the workforce. This conference offers an opportunity to discuss these challenges and to investigate the complex dynamics between technological changes, labour market transformation and international migration. The topics covered have both a Canadian and international perspective, with a special focus on member countries of the Organisation for Economic Co-operation and Development (OECD).

Monday, Feb. 22, 2021

12-1:30 PM

WELCOME AND INTRODUCTION

Anna Triandafyllidou | Canada Excellence Research Chair in Migration and Integration, Ryerson University

President Mohamed Lachemi | Ryerson University

ROUNDTABLE:

Migration and the Future of the Canadian Economy: Insights after the Pandemic

Chair: Anna Triandafyllidou | Canada Excellence Research Chair in Migration and Integration, Ryerson University

Douglas Porter | Chief Economist and Managing Director, BMO Financial Group

Mohamad Fakh | Chief Executive Officer, Paramount Fine Foods

Zabeen Hirji | Executive Advisor, Future of Work, Deloitte and Board Chair, CivicAction

Jean-Christophe Dumont | Head, International Migration Division, Organisation for Economic Co-operation and Development (OECD)

Tuesday, Feb. 23, 2021

9-10:30 AM

Session 1: The Global Race for Talent

Chair: Alexandra Cutean | Senior Director of Research and Policy, Information and Communications Technology Council

Highly skilled migrants are known for their positive contribution to technological and social innovation and their entrepreneurial spirit. Some argue that there is a global race for talent underway and new destination countries are emerging as poles of attraction, notably China and India. What is the position of Canada, the United States or European countries in this landscape, particularly under the current pressures of the global pandemic? What role do migrant entrepreneurs play in this new environment?

The future of work and migration

Ian Goldin | Professor of Globalisation and Development, University of Oxford

Early warning signals winners and losers in the global race for talent

William Boulding | J.B. Fuqua Professor and Dean, Duke University

Will China be the next pole of attraction of global talent?

Huiyao Wang | Founder and President, Center for China and Globalization

Changing governance in global talent competition: From attraction to selectivity and retention

Meng-Hsuan Chou | Associate Professor, Provost's Chair in Public Policy and Global Affairs, Nanyang Technological University

3-4:30 PM

Session 2: Skills, Competences and Migrant Talent: Is the Points System Fit for Purpose?

Chair: Naomi Alboim | Senior Policy Fellow, CERC Migration, Ryerson University

In a recent report, the Future Skills Centre and the Conference Board of Canada wrote that the skills needed in the future are social and communicative rather than the hard skills documented by degrees and diplomas like those that the points system have typically used as benchmarks. There are now calls to experiment with the notion of competencies rather than skills, creating competency passports. Can the current version of a points system adapt to these trends and what are the changes needed?

Does Canada's express entry system rise to the challenges of the future labour market?

Rupa Banerjee | Associate Professor of Human Resource Management and Organizational Behaviour, Ryerson University

Adapting the Australian points test to contemporary notions of skill

Anna K. Boucher | Associate Professor of Public Policy and Comparative Politics and

Chris F. Wright | Associate Professor of Work and Organisational Studies, University of Sydney

"The points system is dead, long live the points system!" A review of points-based immigration systems in the UK

Madeleine Sumption | Director, Migration Observatory and

Peter William Walsh | Fellow, Migration Observatory, Centre on Migration, Policy and Society (COMPAS), University of Oxford

Wednesday, Feb. 24, 2021

9-10:30 AM

Session 3: The Platform Economy: Racialized and Gendered?

Chair: Jenna Hennebray | Associate Professor and Director, International Migration Research Centre, Wilfrid Laurier University

Migrants are disproportionately represented in the platform economy. While these workers were considered disposable, the global pandemic has shown how indispensable they are in front-line work like deliveries and odd service jobs (TaskRabbit and similar). Also, during the pandemic, and for the first time, platform economy workers were included in an unemployment benefit scheme. The question arises whether the pandemic can lead to some substantial positive change.

The gig economy: Constructing a platform-governed migrant division of labour?

Niels van Doorn | Assistant Professor of New Media and Digital Culture, University of Amsterdam and

Darsana Vijay | Research Assistant, University of Amsterdam

Gig work in Canada today: contextualizing precarious work

Karen McCallum | Senior Research Associate, Diversity Institute, Ryerson University

An unlikely stepping stone? Exploring how platform work shapes newcomer migrant integration

Anna Triandafyllidou | Canada Excellence Research Chair in Migration and Integration, Ryerson University and

Laura Lam | Researcher, CERC Migration, Ryerson University



12-1:30 PM

Session 4: Essential Migrant Workers and the Future of Work

Chair: Ito Peng | Canada Research Chair in Global Social Policy, University of Toronto

Technological change is likely to have a stronger impact on migrant employment at the lower end of the labour market – among low-skill workers whose work can be replaced by machines. However, the impact differs along the sectors: while farm work may be more readily automated, care work cannot as it requires human skills that robots cannot replace. The pandemic has also shown that those migrants who are considered 'less skilled' are in fact indispensable. What lessons can we draw from the pandemic going forward with a view to building a more equitable migration governance regime?

COVID-19 and international labour migration: Agriculture

Philip Martin | Professor Emeritus, Agricultural and Resource Economics, University of California, Davis

Migrant healthcare workers in pandemic times: How to build back better

Margaret Walton-Roberts | Professor of Geography and Environmental Studies, Wilfrid Laurier University

When essential cannot do without presence: Risk and vulnerability for domestic workers around the world

Sabrina Marchetti | Associate Professor of Sociology, Ca' Foscari University of Venice

3-4:30 PM

Session 5: Migrant Decision-Making in Pandemic Times

Chair: H el ene Syed Zwick | Executive Director,  cole Sup erieure Libre des Sciences Commerciales Appliqu ees (ESLSCA) University

Recent research has acknowledged the importance of migrant agency in mobilizing resources, engaging with networks and navigating policies. There has been extensive discussion on the relationship between migrant aspirations and migrant capability to migrate. The pandemic has further highlighted how volatile migrant decision-making can be and how new factors come into play like health risk concerns or public health policy. The reactions of migrants to a changing set of opportunities and challenges need to also take into account complex psychological mechanisms that can shape judgement. This panel discusses how past research can inform our understanding of migrant decision-making in pandemic times.

Wisdom and decision-making in the context of migration uncertainty: An overview

Igor Grossmann | Associate Professor of Psychology, University of Waterloo

Delayed, disrupted or reconfigured? Aspirations and infrastructures for migration in pandemic times

Francis L. Collins | Professor of Geography, University of Waikato

Canada's appeal to prospective immigrants in the face of COVID-19

Shamira Madhany | Managing Director, Canada and Deputy Executive Director, World Education Services

Thursday, Feb. 25 2021

9-10:30 AM

CLOSING POLICY ROUNDTABLE:

Economic Recovery, Migration and Innovation: Is Our Migration Governance Framework Future-Ready?

Chair: Anna Triandafyllidou | Canada Excellence Research Chair in Migration and Integration, Ryerson University

Kathleen Newland | Senior Fellow and Co-Founder, Migration Policy Institute

Brenda S.A. Yeoh | Raffles Professor of Social Sciences, National University of Singapore

Jean-Christophe Dumont | Head, International Migration Division, Organisation for Economic Co-operation and Development

Peter Scholten | Professor of Migration and Diversity Policy, Erasmus University Rotterdam

ABSTRACTS AND BIOGRAPHIES

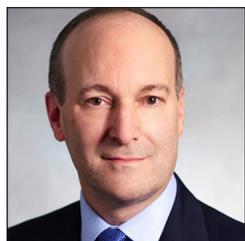
ROUNDTABLE:

Migration and the Future of the Canadian Economy: Insights after the Pandemic



Chair: Anna Triandafyllidou | Ryerson University

Anna Triandafyllidou is the Canada Excellence Research Chair in Migration and Integration at Ryerson University. Prior to joining Ryerson in 2019, she was based in Florence, Italy, where she held a Robert Schuman Chair at the European University Institute and directed the Cultural Pluralism research area of the Global Governance Program. She was also a Visiting Professor at the College of Europe in Bruges between 2002 and 2018. Anna is Editor of the *Journal of Immigrant and Refugee Studies*. Her most recent books include *Migrants with Irregular Status in Europe* (co-editor S. Spencer; Springer IMISCOE; 2020), *Handbook of Migration and Globalisation* (editor; Edgar Elgar; 2018), *The Problem of Religious Diversity* (co-editor T. Modood; Edinburgh University Press; 2018), *Multicultural Governance in a Mobile World* (editor; Edinburgh University Press; 2018) and *Global Governance from Regional Perspectives* (editor; Oxford University Press; 2017). She also coordinates two blogging spaces: Pandemic Borders and Global Extremes.



Douglas Porter | BMO Financial Group

Douglas Porter is Chief Economist at BMO Financial Group, with over 30 years of experience analyzing global economies and financial markets. His team has won numerous awards, including Best Economic Forecaster for Canada by FocusEconomics, top Canadian forecaster by Bloomberg News and the prestigious Lawrence R. Klein Award for forecast accuracy of the U.S. economy. Douglas has been a member of C.D. Howe's Monetary Policy Council since 2008 and serves on the Investment Management Committees of the Bank of Montreal's Canada Pension Plan and Western's Endowment Fund. He also sits on the Board of Directors of Toronto Finance International and on the American Bankers Association's Economic Advisory Committee. Douglas is a Chartered Financial Analyst and has an MA in economics from the University of Western Ontario. As a respected commentator on economic and financial trends, he is regularly quoted in the national press and interviewed on radio and television.



Mohamad Fakih | Paramount Fine Foods

Mohamad Fakih is the owner of Paramount Fine Foods. An entrepreneur and philanthropist, Mohamad purchased a nearly bankrupt restaurant in 2006 and transformed it into what is known today as the fastest growing Middle Eastern Halal restaurant chain in North America. Mohamad's determination to change perceptions surrounding Middle Eastern food has driven Paramount's brand success across Canada and internationally and has advanced the global Middle Eastern food trend. A community leader, Mohamad regularly participates in fundraisers and community events, supporting multiple causes and organizations. His determination to uphold values of giving back to communities where Paramount restaurants are located has resulted in a workplace culture of giving to others and supporting one another.



Zabeen Hirji | Deloitte

Zabeen Hirji is Deloitte's Executive Advisor, Future of Work, advising in the areas of leadership and talent development, workforce and culture transformation, and diversity and inclusion. From 2007 to 2017, she was Chief Human Resources Officer at the Royal Bank of Canada. An active proponent of inclusive growth and prosperity through investment in people, she advises senior levels of government and higher education as a member of the External Advisory Board for diversity and inclusion for the U.K. Research and Innovation Council and as former advisor to the Clerk of the Privy Council for the Government of Canada. Zabeen is executive-in-residence at Simon Fraser University's Beedie School of Business, a visiting professor at King's College Policy Institute in London, U.K., and a past member of the Governing Council of the University of Toronto. She is Board Chair of CivicAction and sits on the Advisory Group for the Toronto Region Immigrant Employment Council.



Jean-Christophe Dumont | Organisation for Economic Co-operation and Development

Jean-Christophe Dumont is Head of the International Migration Division in the Directorate for Employment, Labour and Social Affairs at the Organisation for Economic Co-operation and Development (OECD). He joined the OECD Secretariat in 2000 to work on international migration issues and has held his current position since 2011. He oversees the OECD annual flagship publication, *International Migration Outlook*, and numerous publications on the economic impact of international migration, as well as on migration management and the labour market integration of immigrants and their children in OECD countries. His past work includes a focus on migration and development issues and on the international mobility of health workers. Jean-Christophe holds a PhD in development economics from the University Paris IX-Dauphine.

Session 1: The Global Race for Talent



Chair: Alexandra Cutean | Information and Communications Technology Council

Alexandra Cutean is Senior Director of Research and Policy at the Information and Communications Technology Council (ICTC). Alexandra provides strategic leadership and oversight on ICTC's research and policy initiatives and has authored numerous reports on topics including talent, labour mobility, investment, trade, smart cities and transformative technologies like AI and blockchain. Alexandra's work focuses on providing in-depth research and policy considerations for the Canadian digital economy. Her previous work experience extends across Canada, the U.S. and Europe. She holds both an MSc in Foreign Affairs and an MSc in Conflict Resolution and Negotiation from the University of Amsterdam.

The future of work and migration



Ian Goldin | University of Oxford

Many forces of change are underway, influencing the future of work. The COVID-19 pandemic has accelerated change and led to the more rapid adoption of technologies which substitute capital for labour. Supply chains and the international division of labour are transforming at a more rapid rate than would have occurred without the pandemic. Further, the increase in the digital economy and remote work has significant consequences for jobs and inequality, and is particularly disadvantageous to migrants. The declining significance of cities and their role as migrant magnets and hubs of innovation has long-term consequences for growth and productivity. This transformation is taking place in the context of rapid demographic change, an aging population, rising systemic risks and the escalation of climate change. This talk will show how these technological, environmental, health, demographic, geopolitical and economic forces interact to transform future patterns of migration.

Ian Goldin is Professor of Globalisation and Development, University of Oxford, and founding Director of the Oxford Martin School. Among his many notable appointments, Ian was Vice President of the World Bank, served as Chief Executive of the Development Bank of Southern Africa and Economic Advisor to President Nelson Mandela, and was Principal Economist at the European Bank for Reconstruction and Development (EBRD). He has published 22 books, including *Terra Incognita: 100 Maps to Survive the Next 100 Years* (Penguin; 2020) and *The Butterfly Defect: Why Globalization Creates Systemic Risks and What to Do* (Princeton University Press; 2015), in which he predicted that a pandemic was the most likely cause of the next financial crisis. He provides advisory and consultancy services to numerous NGOs, governments and companies and has served on the board of six globally listed companies. Ian has been knighted by the French Government. He has an MSc from the London School of Economics and DPhil from the University of Oxford.

Early warning signals winners and losers in the global race for talent



William Boulding | Duke University

This talk examines in depth why the movement of talent is critical to the growth of tomorrow's global economy and individual economies. It brings to light the impact that is being felt today in both historically talent-attracting and talent-supplying countries because of the rise in nationalist, anti-immigration rhetoric. It seeks to answer why an international student body is important for business schools and what would happen if business schools became merely "national" in a global economy. Through a view of applications data in select economies, it shows where talent is successfully flowing today and foreshadows what we can expect a decade from now as it pertains to who is winning and losing in the battle for skills. Lastly, it provides recommendations on policies that nations could adopt as they prepare to compete in a world where talent is the most important resource.

William (Bill) Boulding is Dean of the Fuqua School of Business at Duke University. He is an accomplished scholar with a passion for helping to advance business as a force for good. Bill has advocated at the top levels of government, industry and academia for ways that enable business to improve society. He is active in a number of governance roles which include serving as a member of the World Economic Forum's Council on Values, a member of the board of the Graduate Management Admission Council (GMAC®), a member of Swarthmore College's Board of Managers and as chair of the Board of Directors of Duke Corporate Education. Bill received his PhD in Managerial Sciences and Applied Economics from the Wharton School of the University of Pennsylvania.

Will China be the next pole of attraction of global talent?



Huiyao Wang | Center for China and Globalization

The global competition for talent, especially for highly skilled migrants, has never stopped. Asian countries, as the main origin countries of talent, has experienced serious “brain drain” during the past decades. However, some emerging Asian countries, such as China, with its rapidly developing economies and favorable policies to attract talent, has increasingly become a new destination for global talents, including those with Asian origins and those from abroad. This talk reviews the trends of China’s migration population, including flows into and out of China, as well as the policy changes the Chinese government has made to attract global talent. The talk will address questions such as: Will China, the only country with a projected positive growth in 2020 by the latest World Economic Outlook, attract more global talent than before? How could the Chinese government solve the dilemma between global talent attraction and pandemic control? Will technological advancements help provide better solutions?

Huiyao Wang is Founder and President of the Center for China and Globalization and Vice Chairman, China Association for International Economic Cooperation, Ministry of Commerce, People’s Republic of China. He is a member of the steering committee of the Paris Peace Forum initiated by French President Macron; the Migration Advisory Board of the International Organization for Migration; the Yale University Asia Development Advisory Council; and the Duke Kunshan University Advisory Council. Huiyao has worked as Director for Asia at SNC-Lavalin in Montreal and as Chief Trade Representative of the Canada-Quebec Government Office in Hong Kong and Greater China. He was a Senior Fellow at Harvard Kennedy School and a Visiting Fellow at the Brookings Institute. He has authored and edited over 80 books in both Chinese and English on global trade, global governance, global migration, China outbound and inbound investment and Chinese Diasporas, including *China’s Domestic and International Migration Development* series (Springer; 2019). Huiyao holds PhD degrees in international business and global management from the University of Western Ontario and the University of Manchester.

Changing governance in global talent competition: From attraction to selectivity and retention



Meng-Hsuan Chou | Nanyang Technological University

Talent migration is seen as a lifeline for advanced economies. By recruiting skilled and talented professionals from abroad, key economic and knowledge institutions are able to lead in the international competition to innovate. At the same time, economic downturns and rising populism have generated growing tensions between inward-looking policies which focus on improving the skill sets of citizens and those seeking to bring in the best and brightest. To what extent have these developments in the recent decade affected governance in the global competition for talent? Are policy-makers continuing to liberalize their migration policies for promising talent or just for those with demonstrated track records? Or have they decided to close these avenues to concentrate on improving skills with their own nationals? This talk shows there is indeed a shift in how policy-makers around the world strategize in the global competition for talent and how they design talent migration policies. There are noticeable efforts to revise existing policies and (re) introduce new talent migration policies focusing on *selectivity* – attracting and retaining those with the greatest likelihood to continuously contribute to the host society. This presentation is based on a paper co-authored with Lucie Cerna, Research Associate, Centre on Migration, Policy and Society (COMPAS).

Meng-Hsuan Chou is Associate Professor and the Provost’s Chair in Public Policy and Global Affairs at Nanyang Technological University (NTU) in Singapore. Her research interests include comparative regionalism, politics of migration and higher education, and transnational administration and global policy.

Session 2: Skills, Competences and Migrant Talent: Is the Points System Fit for Purpose?



Chair: Naomi Alboim | Ryerson University

Naomi Alboim is Senior Policy Fellow with the Canada Excellence Research Chair in Migration and Integration program at Ryerson University and is Distinguished Fellow in the School of Policy Studies at Queen's University. Naomi is an active public policy consultant and has advised governments and NGOs across Canada, Europe, the Caribbean, Vietnam, Indonesia, Ghana, Kenya and South Korea. Previously, Naomi worked at senior levels in the Canadian federal and Ontario provincial governments for 25 years, including eight years as deputy minister in three different portfolios. Her areas of responsibility included immigration, human rights, labour market training, workplace standards, culture, as well as women's, seniors', disability and Indigenous issues. Naomi is a recipient of the Queen Elizabeth II Gold and Diamond Jubilee Medals and is a member of the Order of Ontario.

Does Canada's express entry system rise to the challenges of the future labour market?



Rupa Banerjee | Ryerson University

For many decades, Canada's points-based immigration system has focused on admitting highly educated, skilled immigrants. Although the education level of immigrants has been steadily increasing, labour market integration has remained a constant challenge. Studies over the past two decades have found strong empirical evidence that more recent cohorts of immigrants face increasing difficulty integrating into the Canadian labour market even after many years in the country. In an effort to improve the declining economic position of immigrants, the Canadian government instituted a number of changes in recent years, culminating with the official launch of 'Express Entry' in January 2015. This presentation will examine whether Canada's system for selecting skilled immigrants, managed under Express Entry, is appropriate for its current and future labour market needs. The results and analysis of a study investigating the impact of various features of Express Entry on integration outcomes will be shared, along with recommendations on how the current system could be improved to leverage the talents and competencies of all newcomers.

Rupa Banerjee is Associate Professor of Human Resource Management and Organizational Behaviour at the Ted Rogers School of Management. Rupa examines the employment experiences of highly skilled immigrants as well as temporary foreign workers. She is motivated to understand the factors that pose barriers for immigrants and the potential avenues to overcome their disadvantages. Currently, Rupa is working on a five-year study, funded by a Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant, examining the impact of recent changes in Canada's skilled immigrant selection policy.

Adapting the Australian points test to contemporary notions of skill



Anna K. Boucher and Chris F. Wright | University of Sydney



The Australian points test for skilled immigration has been in place since 1979 and has gone through numerous iterations. Historically, the focus has been on traditional notions of skill based on a skills occupation list and this remains an important component of the selection grid. At the same time, developments in education and training policy and the changing demands of employers have led to a greater focus on competencies and soft skills, alongside the qualifications and 'hard skills' developed through formal training. The points test for skilled immigration sits alongside employer-sponsored skilled immigration, where the predominate criterion is a job offer by an employer. That said, aside from sponsored visa categories and one mention of the consideration of competencies in an Australian Productivity Commission report, this approach has not been considered for points test design in Australia. This presentation will sketch the contours of skilled immigration selection in Australia and consider the relative balance between traditional 'hard' skills and more informal competencies and soft skills. It will draw upon analysis of survey data and interviews with employer and worker representatives, as well as desk policy analysis, to identify the possible role of competencies and soft skill in immigration selection in the future and the potential challenges this may present.

Anna K. Boucher is Associate Professor of Political Science and Public Policy at the University of Sydney. She holds degrees in politics and law from Sydney University and the London School of Economics. Her research focuses on immigration policy and its intersection with the welfare state, gender equality, industrial relations and employment law as it impacts immigration. Her work has been published in international journals and books, and has been presented before intergovernmental and government agencies. She is a regular commentator in the news on immigration issues.

Chris F. Wright is Associate Professor of Work and Organisational Studies at the University of Sydney Business School where he is Co-Director of the Sydney Employment Relations Research Group. Chris's research focuses on the intersection of employment, globalization and public policy, with a particular interest in labour immigration, comparative employment relations and sustainable supply chains. He has authored over 80 scholarly publications, is Co-Editor of *International and Comparative Employment Relations*, an Editor of the *Journal of Industrial Relations* and Associate Editor of *Industrial Relations: A Journal of Economy and Society*. Chris has a PhD from the University of Cambridge.

“The points system is dead, long live the points system!” A review of points-based immigration systems in the U.K.



Peter William Walsh and Madeleine Sumption | University of Oxford

From 2021, the U.K. will have a new labour migration policy: an ‘Australian-style points-based immigration system’. This is the latest of several attempts to introduce something touted as a points-based system (PBS) in the U.K. over the past two decades. By some definitions, the U.K. already has a points system for non-EU citizens. In this talk, we ask why points-based systems have had such allure for U.K. politicians and what this tells us about the symbolic role of employment-based migration policies. We place the new points system in a broader historical context through a history of points systems in the U.K., from the Highly Skilled Migrant Programme introduced in 2002, to the five-tier points system introduced in 2008 and its post-Brexit replacement. We examine the policy narratives that have made these systems compelling to politicians and the public, their design, impacts and whether they can be considered effective, before reviewing some important features of the latest PBS, such as having lower salary thresholds for occupations where there are shortages. We conclude with some more general reflections on points systems, their appeal, effectiveness and future.



Peter William Walsh is a Researcher at the Migration Observatory, University of Oxford. His research focuses on U.K. immigration policy, including family migration, international students, asylum, detention, deportation and the post-Brexit points-based immigration system. His doctoral thesis, *The Legislature in Immigration Policy-Making: A Liberal Constraint?*, examines the role of the national legislature in shaping the immigration law of liberal democratic states. He is the co-editor of the book, *From Financial Crisis to Social Change: Towards Alternative Horizons* (Palgrave Macmillan; 2018).

Madeleine Sumption is Director of the Migration Observatory, University of Oxford. She was previously Director of Research for the International Programme at the Migration Policy Institute in Washington, D.C. She has written more than 40 reports and articles on migration, typically involving theoretical and empirical analysis of the economic impacts of policy design. She has also produced numerous evidence-based reports for policy audiences and has advised governments on the social and economic effects of migration policies. In 2017, Madeleine received a Member of the Most Excellent Order of the British Empire (MBE) for services to social science.

Session 3: The Platform Economy: Racialized and Gendered?



Chair: Jenna Hennebry | Wilfrid Laurier University

Jenna Hennebry is Associate Professor at Wilfrid Laurier’s Balsillie School of International Affairs. Jenna is a member of the Canadian Council for Refugees Subcommittee on Migrant Workers, the International Organization for Migration (IOM)’s Migration Research Leaders’ Syndicate, the UN Expert Working Group on Women’s Human Rights in the Global Compact for Migration, and the UN Migration Network’s Working Group on Bilateral Labour Migration Agreements. She is co-founding Director of the International Migration Research Centre and co-founder of the Migrant Worker Health Project and the Migrant Worker Health Expert Working Group. Jenna’s work has been published in national and international journals such as *International Migration* and the *Journal of Ethnic and Migration Studies*, and in technical reports on migrant worker rights and health with UN Women, the IOM, and numerous other government and civil society organizations.

The gig economy: Constructing a platform-governed migrant division of labor?



Niels van Doorn and Darsana Vijay | University of Amsterdam

This talk will explore the narratives of three migrant gig workers in Amsterdam, Berlin and New York City, examining what drew them to platform-based labor, the challenges they faced and how platforms fit into their future plans. Platform labor is closer to a full-time job than a gig for these workers who are unable to find alternative employment that pays better because of their visa situation and/or educational qualifications and the competitive nature of the job market. By situating their platform labor amidst the institutional and regulatory apparatuses that mediate migration in each country, we argue that gig economy companies are complicit in the construction of a new migrant division of labor. We investigate how platforms interface with existing “migration infrastructures” that manage the movement of migrant workers and render them productive in the host country, forming a novel extension of existing migration infrastructures which is extremely volatile and offers few protections. We call for policy-making that is sensitive to migrant workers’ particular predicaments and how these are shaped by the complex interplay between platform business strategies, immigration policies and labor market regulation. Together, these (f)actors coalesce to turn gig work into migrant work, setting the conditions for a platform-governed migrant division of labor.



Niels van Doorn is Assistant Professor of New Media and Digital Culture at the University of Amsterdam. He is also the Principal Investigator of the Platform Labor research project, funded by the European Research Council (ERC). The project examines how digital platforms are transforming labor, social reproduction and urban governance in post-welfare societies, focusing specifically on Amsterdam, Berlin and New York City.

Darsana Vijay is a research assistant on the Platform Labor project. She holds a Masters Research degree in Media Studies from the University of Amsterdam and an MA in English Studies from the Indian Institute of Technology Madras, Chennai. She is interested in how digital platforms affect the lives and livelihood of (cultural) producers in the margins.

Gig work in Canada today: contextualizing precarious work



Karen E. McCallum | Ryerson University

While gig work is not a new form of employment contract, the penetration of smartphones and apps are connecting us in Canada to an increasingly frictionless online marketplace for skills and goods. New statistical data makes it clear that the gig-work employment model is growing in popularity in Canada, fueled by economic distress, perceived opportunity and enabling technology, but the implications of these shifts are poorly understood. The open question for policymakers is, “how can the gig economy be understood within the context of the broader Canadian economy?” and “how can Canadians who engage with gig work be supported and protected by appropriate employment and labour policies?” In her presentation, Karen reviews the demographics and characteristics of gig workers in Canada and the key policy questions. She will address what is new and what is being merely re-introduced under a different guise, and the different ways in which groups experience gig work. She will provide an evidence-driven picture of the Canadian gig-work population to better understand their opportunities, constraints, vulnerabilities and needs, and recommend areas that require deeper policy and research.

Karen McCallum is Senior Research Associate at the Diversity Institute. Karen has a background in interdisciplinary social sciences with degrees from Waterloo University and McMaster University. She has recently returned to Canada to re-engage on the vanguard of Canadian policy and research after completing doctoral studies at the University of London (UK). Her work at Ryerson’s Diversity Institute-Future Skills builds on previous academic experience as a visiting professor at Bridgewater State University (US) and lecturer at the University of Oxford.

Karen's focus is on improving public policy in the intersecting areas of labour and economic justice, housing, gender, and social care and reproduction, and to contributing to better outcomes for those least well served by existing systems. Her research, teaching, and evidence-based policy analysis draws on her background in environmental justice, Indigenous theory, sociology, feminist theory, and social psychology.

An unlikely stepping stone? Exploring how platform work shapes newcomer migrant integration



Anna Triandafyllidou and Laura Lam | Ryerson University

The rise of digital labour platform work has drawn researchers to study how migrants are impacted by greater technology dependence in the workforce and whether platform work might accelerate migrants' entry into precarious, low-income, contingent work. Emerging data in Canada indicates that the proportion of gig workers is considerably higher amongst immigrants, especially recent immigrants, compared to Canadian-born populations; yet, the demographics and typologies of migrants who choose to undertake platform work have been understudied. This presentation reviews a qualitative and exploratory study based on 24 semi-structured interviews with recent migrants in Canada who have engaged in platform work. Our findings suggest that work in the gig economy can serve as a useful first step to gain footing in a new country, as platforms have low barriers of entry, require little social or material capital and offer flexible forms of employment that can be combined either with studying or looking for another position or working in a different full-time job. It gives migrants a subjective feeling of control over their lives and security, albeit when we delve deeper we found that they also realize it can be a dead end. The paper concludes with some critical reflections on how work in the gig economy can shape migrant integration in the host country labour market.



Anna Triandafyllidou is the Canada Excellence Research Chair in Migration and Integration at Ryerson University. Prior to joining Ryerson in 2019, she was based in Florence, Italy, where she held a Robert Schuman Chair at the European University Institute and directed the Cultural Pluralism research area of the Global Governance Program. She was also a Visiting Professor at the College of Europe in Bruges between 2002 and 2018. Anna is Editor of the *Journal of Immigrant and Refugee Studies*. Her most recent books include *Migrants with Irregular Status in Europe* (co-editor S. Spencer; Springer IMISCOE; 2020), *Handbook of Migration and Globalisation* (editor; Edgar Elgar; 2018), *The Problem of Religious Diversity* (co-editor T. Modood; Edinburgh University Press; 2018), *Multicultural Governance in a Mobile World* (editor; Edinburgh University Press; 2018) and *Global Governance from Regional Perspectives* (editor; Oxford University Press; 2017). She also coordinates two blogging spaces: Pandemic Borders and Global Extremes.

Laura Lam is a PhD student at the Centre for Industrial Relations and Human Resources at the University of Toronto and a researcher with CERC Migration. She completed her MA in Immigration and Settlement Studies at Ryerson University, and her research interest is at the nexus of migration, employment and gender. She has previously worked in a marketing capacity with various startups and technology accelerators. She currently serves as co-editor of the open-access publishing platform, The Migration Initiative.

Session 4: Essential Migrant Workers and the Future of Work



Chair: Ito Peng | University of Toronto

Ito Peng is the Canada Research Chair on Global Social Policy at the University of Toronto. She is a world authority in global social policy, specializing in gender, migration and care policies. She has written extensively on social policies and political economy of care in East Asia and has just completed an international research project entitled, *Gender, Migration, and the Work of Care*, funded by the Social Sciences and Humanities Research Council of Canada. She is currently engaged in two research projects: *The Care Economy: Gender-sensitive Macroeconomic Models for Policy Analysis* and *Care Economies in Context: Towards Sustainable Social and Economic Development*. She is a distinguished fellow of the Asia Pacific Foundation of Canada and a Research Associate for the joint program of UN Women and the International Labour Organization at the United Nations Research Institute for Social Development. Her recent book, co-edited with Sonya Michel, is called *Gender, Migration and the Work of Care: A Multi-Scalar Approach to the Pacific Rim* (Palgrave Macmillan; 2017).

COVID-19 and international labor migration: Agriculture



Philip Martin | University of California, Davis

In 2019, two thirds of the 272 million international migrants were in the labor force of the country to which they moved. Demographic and economic inequalities between countries, combined with globalization that had been reducing barriers to migrants, were expected to sustain an ever-increasing migrant workforce. When COVID-19 closed many national borders to non-essential travellers, seasonal farm workers were considered essential in most industrial countries, suggesting that many governments did not expect local workers to fill seasonal farm jobs despite record-high unemployment rates. COVID-19 raised farm labor costs and accelerated the pace to build housing for more foreign workers, or to replace guest workers with machines or substitute imports. This talk will provide a review of the distribution and activities of the world's 164 million international migrant workers in 2017, including the 111 million in high-income countries. The analysis focuses on the North American migrant worker and the differences between their integration in the agricultural and the auto industries. North American auto industries are integrating in the sense that cars assembled by national workforces trade freely in Canada, Mexico and the U.S., while agricultural systems are integrating in the sense that Canadian blueberries, Mexican avocados and U.S. meat trade freely, but the farm workforces in each country are increasingly Mexican.

Philip Martin is Professor Emeritus of Agricultural and Resource Economics at the University of California, Davis, editor of *Rural Migration News* and the author of numerous research publications on migration and farm labour. His most recent book is *The Prosperity Paradox: Fewer and More Vulnerable Farm Workers* (Oxford University Press; 2021).

Migrant healthcare workers in pandemic times: How to build back better



Margaret Walton-Roberts | Wilfred Laurier University

The importance of immigrant healthcare and allied care workers has become more evident during this global pandemic. On average across OECD nations, 16% of nurses and just under 30% of doctors are foreign-born. Immigrants make up 29% of physicians and 22% of nursing assistants in the U.S. In 2018, 8.5% of nurses and 26.4% of physicians in Canada were internationally educated. In the U.K., 13.3% of workers in the National Health Service (NHS) report a non-British nationality. The global nature of the healthcare workforce resulted in government policies to protect these workers during the pandemic. The U.K. government issued year-long visa extensions to all staff working for the NHS, waiving the normal visa fees. In the case of the U.S., while immigration is increasingly restricted and green card issuance delayed, healthcare professionals were exempt

from these restrictions. Such exceptions in times of the pandemic border closure indicate the value of access to a pool of trained healthcare workers, but it also reignites debates on the ethics of health-worker migration and recruitment, which predominantly draws health professionals from the global south to the north. This talk reviews different models of ethical recruitment and mutuality between sending and receiving countries that could promote and deepen global health solidarity in preparation for future global health threats.

Margaret Walton-Roberts is Professor of Geography and Environmental Studies at Wilfrid Laurier University and an affiliate with the Balsillie School of International Affairs in Waterloo, Ontario. She has published widely on issues related to gender and migration, including global health professional migration. Her current research focuses on the international migration of healthcare professionals within Asia and from Asia to North America and Europe.

When essential cannot do without presence: Risk and vulnerability for domestic workers around the world



Sabrina Marchetti | Ca' Foscari University of Venice

In the beginning of the lockdown phase in Europe in spring 2020, a meme on Facebook said “Our cleaning lady just called and told us she will be working from home and will send us instructions on what to do”. The meme, while intending to be humorous, underscored the unavoidable necessity for many to physically go to work. The property of “teleworkability” which applies to many jobs today, including jobs which are considered essential to society (e.g., in communication, teaching, security and even medicine), does not apply to housecleaning, child care or elderly care where physical encounters are necessary to carry out the job. As a consequence, workers and care-receivers are exposed to contagion. This has risky consequences for those who belong to already vulnerable populations, such as domestic workers who are typically women from impoverished and socially stigmatized backgrounds. This talk will discuss the possible impact of the COVID-19 pandemic on such social groups, investigating also the role which public policies, especially in the field of migration, may have with a comparative look to different national contexts.

Sabrina Marchetti is Associate Professor of Sociology at University Ca' Foscari in Venice. She specializes in gender, racism, labour and migration issues, with a focus on the question of migrant domestic work. She is currently the Principal Investigator of the European Research Council-funded project, “DomeQUAL: Paid domestic work and global inequalities” (2016-2021), which looks at the conditions and labour rights of domestic workers in India, the Philippines, Taiwan, Ecuador, Colombia, Brazil, Germany, Italy and Spain. Her books include *Black Girls: Migrant Domestic Workers and Colonial Legacies* (Brill; 2014) and *Employers, Agencies and Immigration: Paying for Care* (co-edited with A. Triandafyllidou; Ashgate; 2015). The books *Migration and Domestic Work* (Springer) and *Global Domestic Workers: Intersectional Inequalities and Struggles for Rights* (Bristol University Press) are forthcoming in 2021.

Session 5: Migrant Decision-Making in Pandemic Times



Chair: Hélène Syed Zwick | École Supérieure Libre des Sciences Commerciales Appliquées (ESLSCA) University

Hélène Syed Zwick is Executive Director of ESLSCA Research Center and Associate Professor of Economics at ESLSCA University, Egypt. She is a research and teaching economist with over 10 years of international experience and has lived and worked in three different continents (Europe, Africa and Asia). Hélène is also an international consultant and has worked with the International Labour Organization, the World Bank and the International Organization for Migration. Her most recent publication is entitled, “Narrative analysis of Syrians, South Sudanese and Libyans transiting in Egypt: A Motivation – Opportunity – Ability Approach”, in the *Journal of Ethnic and Migration Studies*.

Wisdom and decision-making in the context of migration uncertainty: An overview



Igor Grossmann | University of Waterloo

Migration is a complex process, involving a range of economic, social and interpersonal considerations. These considerations often stand in conflict and result in social dilemmas, especially in the context of planning for the uncertain future in a new country. This short overview will discuss basic insights from research on decision-making and wisdom science on key challenges and ways people typically navigate such decisional conflicts and social dilemmas. Subsequently, emerging insights from these fields will be applied to three paradigmatic migration scenarios: international students, temporary workers and highly qualified immigrants – showcasing possible points of convergence and unique challenges each group may be facing in the post-pandemic world.

Igor Grossmann is Associate Professor of Psychology at the University of Waterloo. Igor's work aims to unpack the philosopher's stone of psychological research – the concept of wisdom and wise reasoning, integrating philosophical perspectives with psychological and computational methods for research on culture, reasoning and judgment in the face of adversity. His work has been published in *Science Advances*, *Proceedings of the Royal Academy: Biological Science*, *Proceedings of the National Academy of Sciences of the United States of America*, *Perspectives on Psychological Science*, *Psychological Science*, *Journal of Experimental Psychology*, and *Journal of Personality and Social Psychology*. He has been an Associate Editor of *Emotion* and currently is an Associate Editor of the flagship journal, *Social Psychological and Personality Science*. Igor also co-hosts the "On Wisdom Podcast," which aims to disseminate scientific insights from psychology, philosophy and cognitive sciences to the broad academic audience and the general public.

Delayed, disrupted or reconfigured? Aspirations and infrastructures for migration in pandemic times



Francis L. Collins | University of Waikato

In recent years, researchers have increasingly drawn attention to the significance of aspirations and desires and the role of various infrastructures and industries in generating, directing and conditioning migrant mobilities. These interventions problematize orthodox conceptions of decision-making by emphasizing that migration is not the result of one-off decisions or constituted by singular movements, and also that migration itself is shaped by a range of actors and platforms that induce, articulate and direct decisions and mobilities. This presentation looks at the aspirations and desires and the industries and infrastructures that can inform our understanding of migration in and beyond pandemic times. To do so, the presentation examines the context of Aotearoa New Zealand where responses to COVID-19 have included border closure, suspension of immigration processing, as well as incremental extensions to temporary migration status, with a focus on people on temporary work and study visas. The presentation highlights how the pandemic will have both immediate and long-lasting effects across migrant lifetimes but also draws attention to the constant reconfiguration of migration possibilities that is enabled by industry actors who pivot to new opportunities, as well as the social circulation of significant information and misinformation about potential migration futures.

Francis L. Collins is Professor of Geography and Director of the National Institute of Demographic and Economic Analysis at the University of Waikato. His research explores international migration focusing especially on the experience and regulation of temporary migration, including migrant aspirations and desires, international students and urban transformation, labour migration and marginalisation, and time and youth migration. Francis is the author of *Global Asian City: Migration, Desire and the Politics of Encounter in 21st Century Seoul* (Wiley; 2018) and co-editor of *Intersections of Inequality, Migration and Diversification* (Palgrave; 2020) and *Aspiration, Desire and the Drivers of Migration* (Routledge; 2020).

Canada's appeal to prospective immigrants in the face of COVID-19



Shamira Madhany | World Education Services

What impact are COVID-19 and the resulting global economic recession having on prospective immigrants' interest in moving to Canada? To understand how intentions to immigrate were changing over time as the pandemic unfolded, World Education Services (WES) conducted surveys in April, June and August 2020, with applicants for a WES academic credential evaluation for immigration purposes. The surveys explored the expectations of prospective immigrants about the economic impact of the pandemic in Canada and their home country, the impact on their own finances, and any changes in their intentions and interests in immigrating to Canada. This presentation will explore changes in prospective immigrant perceptions and plans over the survey period. In April 38% of prospective immigrants were more interested in immigrating despite COVID-19. That percentage increased to 46% in August. Based on aggregate responses from all survey distributions, almost half of the respondents (49%) indicated that an economic recession in their home country would make them more interested in immigrating to Canada or have no impact on their interest (32%). Furthermore, in August 2020, only 12% of respondents were considering delaying immigration to Canada, a drop from 32% in June.

Shamira Madhany is Managing Director, Canada and Deputy Executive Director, World Education Services (WES). She joined WES in 2018 after more than two decades of public service. She has extensive experience working with licensing bodies, settlement agencies, and higher education and post-secondary sectors in Ontario. She served as the chief architect of several government programs that enable highly skilled immigrants to obtain employment in their fields. Shamira played a key role in the launch of WES Canada in 2000 during her tenure at the Ontario Ministry of Citizenship and Immigration as Provincial Lead, Access to Professions and Trades.

CLOSING POLICY ROUNDTABLE: Economic Recovery, Migration and Innovation: Is Our Migration Governance Framework Future-Ready?



Chair: Anna Triandafyllidou | Ryerson University

Anna Triandafyllidou is the Canada Excellence Research Chair in Migration and Integration at Ryerson University. Prior to joining Ryerson in 2019, she was based in Florence, Italy, where she held a Robert Schuman Chair at the European University Institute and directed the Cultural Pluralism research area of the Global Governance Program. She was also a Visiting Professor at the College of Europe in Bruges between 2002 and 2018. Anna is Editor of the *Journal of Immigrant and Refugee Studies*. Her most recent books include *Migrants with Irregular Status in Europe* (co-editor S. Spencer; Springer IMISCOE; 2020), *Handbook of Migration and Globalisation* (editor; Edgar Elgar; 2018), *The Problem of Religious Diversity* (co-editor T. Modood; Edinburgh University Press; 2018), *Multicultural Governance in a Mobile World* (editor; Edinburgh University Press; 2018) and *Global Governance from Regional Perspectives* (editor; Oxford University Press; 2017). She also coordinates two blogging spaces: Pandemic Borders and Global Extremes.



Kathleen Newland | Migration Policy Institute

Kathleen Newland is Senior Fellow and Co-founder of the Migration Policy Institute. Her previous positions include Senior Associate at the Carnegie Endowment for International Peace, lecturer at the London School of Economics and Special Assistant to the Rector of the United Nations University. Her consultancies include the United Nations High Commissioner for Refugees, the International Organization for Migration, the World Bank, the Office of the Secretary-General of the United Nations and the Global Forum on Migration and Development. Kathleen is author or editor of nine books, including most recently *All at Sea: The Policy Challenges of Maritime Migration* (Migration Policy Institute; 2016), as well as numerous reports, policy papers, articles and book chapters. She serves on the Board of Directors of Kids in Need of Defense and has been a member of the boards of the International Rescue Committee, U.S., the Stimson Center, the Foundation for The Hague Process on Migrants and Refugees and the Women's Refugee Commission.



Brenda S.A. Yeoh | National University of Singapore

Brenda Yeoh is Raffles Professor of Social Sciences at the National University of Singapore (NUS) and Research Leader of the Asian Migration Cluster at NUS' Asia Research Institute. Her research interests in Asian migration span themes including gender, social reproduction and care migration; skilled migration and cosmopolitanism; higher education and international student mobilities; and marriage migrants and cultural politics. She has published widely in geography and migration studies journals and her recent books include the *Routledge Handbook of Asian Migrations* (co-edited with G. Liu-Farrer; Routledge; 2018) and *Student Mobilities and International Education in Asia* (co-authored with R. Sidhu and K.C. Ho; Palgrave Macmillan; 2020).



Jean-Christophe Dumont | Organisation for Economic Co-operation and Development

Jean-Christophe Dumont is Head of the International Migration Division in the Directorate for Employment, Labour and Social Affairs at the Organisation for Economic Co-operation and Development (OECD). He joined the OECD Secretariat in 2000 to work on international migration issues and has held his current position since 2011. He oversees the OECD annual flagship publication, *International Migration Outlook*, and numerous publications on the economic impact of international migration, as well as on migration management and the labour market integration of immigrants and their children in OECD countries. His past work includes a focus on migration and development issues and on the international mobility of health workers. Jean-Christophe holds a PhD in development economics from the University Paris IX-Dauphine.



Peter Scholten | Erasmus University Rotterdam

Peter Scholten is full Professor in the Governance of Migration and Diversity at Erasmus University Rotterdam. In addition, he is international coordinator of the IMISCOE (International Migration, Integration and Social Cohesion in Europe) Research Network on international migration, director of the Leiden-Delft-Erasmus Center on the Governance of Migration and Diversity, and alliance coordinator of the European University for Post-Industrial Cities. His work focuses on comparative governance, relations between science and society, and on multi-level governance in the areas of migration and migration-related diversities.