

INPLASY

Older migrants, work and enclaves: a scoping review

INPLASY2024120040

doi: 10.37766/inplasy2024.12.0040

Received: 10 December 2024

Published: 10 December 2024

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ADMINISTRATIVE INFORMATION

Support - NIHR PHR 15205.

Review Stage at time of this submission - Completed but not yet published.

Conflicts of interest - None declared.

INPLASY registration number: INPLASY2024120040

Amendments - This protocol was registered with the International Platform of Registered Systematic Review and Meta-Analysis Protocols (INPLASY) on 10 December 2024 and was last updated on 10 December 2024.

INTRODUCTION

Review question / Objective The aim of this scoping review is to explore older migrants' experiences in the job market. Specifically, we are exploring the impact of experiences of finding and securing work within ethnic enclaves shape older migrants' present experiences in work as well as how enclaves can be spaces for collective agency enabling co-creation of later life employment. Our research questions are:

1. How are older migrants' work histories shaped by living in enclaves?
2. How do enclaves impact on older migrants' experiences ageing?
3. How do enclaves impact older migrants' ability to secure work and co-construct work which they value and is consistent with healthy ageing?

Background Across Europe and North America, governments are seeking to increase older people's labour market participation rates by raising pension ages and encouraging employers

to recruit and/or retain post-50 workers (OECD, 2023). Within this context, there is a growing concern about groups of older people being pushed into ageing precarity, neither able to fully retire nor being able to continue in employment which is sustainable as they age (Lain et al., 2020). One group which merits attention but has been largely overlooked is 'aged in place' (AIP) migrants (Warnes et al., 2004)- those who spent a majority of their lives away from their home countries and have been in precarious employment. We are defining AIP migrants as including refugees, undocumented migrants and guest workers, but excludes people like expatriates or migrating retirees. Having experienced a lifetime of exclusion and discrimination, AIP migrants are pushed into self-employment or informal work and, as a consequence, lack the organisational support they may need to stay economically active especially if they have a health problem or experience a job loss (Triandafyllidou & Bartolini, 2020). The context of this scoping review is that of older migrants needing to work longer, but lacking the structure of

stable employment, supportive employer and secure pension to do so. With rising pension ages, there is a growing concern about groups of older people being pushed into ageing precarity, neither able to fully retire nor being able to continue in employment which is sustainable as they age (Lain et al., 2020). One group which merits attention but has been largely overlooked is 'aged in place' migrants (Warnes et al., 2004)- those who spent a majority of their lives away from their home countries and have been in precarious employment. Having experienced a lifetime of exclusion and discrimination, many are pushed into self-employment or informal work and, as a consequence, lack the organisational support they may need to stay economically active especially if they have a health problem or experience a job loss (Triandafyllidou & Bartolini, 2020).

Rationale This scoping review aims to provide an in-depth understanding of older migrants' experience in work and their agency over how long they stay economically active and what they will do. It also aims to provide a research agenda for representatives of migrant and academic communities to co-produce approaches to increase older migrants' agency over their later-life careers.

The approach that has been taken is to draw together literature on migrants, work, ageing and enclaves in order to develop a research and policy agenda for understanding how older migrants reconcile extended working life. Enclaves have been described as 'area(s) with a single predominant ethnic group' (Burholt, 2004, p. 386) which are spaces for shared cultural identity, mutual support, group solidarity and economic activity (Kadarik et al., 2021). They have also been described as 'spaces of segregation' (Klinthäll & Urban, 2016, p. 3) which wall off residents from economic activities and assimilation with communities outside of the enclave. Because of enclaves' dominant role- both negatively and positively- in migrants' experiences in work and ageing, the scoping review explores how they influence later life work outcomes. It also explores how older migrants' past experiences of enclave centred collaboration can facilitate present and future collaboration to construct later-life careers which they value. By understanding how past experiences in work shape their perspectives on work as well as the skills and capabilities they use to stay economically active, we aim to develop a research agenda focused on how older migrants understand and reconcile extended working life within enclaves and can co-construct work which is both valued and supports active ageing.

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The population is people 50 years and older who are defined as 'aged in place' described as having faced lifetimes of discrimination, disadvantage and deprivation. These include economic migrants, refugees, guest workers who transitioned to permanent residency and undocumented migrants. It excludes expatriates, people who retire abroad and people who had migrated for higher education.

The population for the study is people 50 and over who are defined as 'Aged in Place' migrants who have experienced lifetimes of deprivation and discrimination in the job market. It includes economic migrants, refugees, guest workers who settled permanently and undocumented workers. The definition excludes expatriates, deployed workers, and people who are deployed by their employers.

METHODS

Strategy of data synthesis The databases Scopus and Web of Science were used. Data was stored on Raayan.ai.

Eligibility criteria Study designs to be included

The scoping review followed the PRISMA protocol and Arksey and O'Malley's steps for defining and executing a scoping review. We included studies which were quantitative, qualitative as well as conceptual papers and scoping and systematic reviews. Data extracted included publication year, design, methodology and key findings. During key stages of title and abstract review, full text review and extraction, a team of two reviewers carried out the selection and/or extraction with the third acting as arbiter. As a team of three, we each took the role of reviewer and arbiter. We identified 52 articles and divided them into three broad themes: definitions of enclaves, enclaves and employment, and enclaves and ageing.

Eligibility criteria

We included articles which a) concerned migrants 50 years and older (including comparative studies with, for example, younger migrants; and b) concerned 'aged in place' migrants, excluding groups mentioned above which fall outside the definition and c) first generation migrants. We included only international migration (excluding intranational migration) and only migration to the United States, Europe and Australasia. We excluded grey literature and non-English literature as well as publications which only discussed the history of enclaves or migrant groups. We excluded conference papers, theses, and non-peer reviewed books and book chapters.

Source of evidence screening and selection In order to draw together studies on understand how enclaves' impact both on how older migrants work and how they age, we have carried out two sets of searches which cover: first, a search of literature on migrants, enclaves and work and second a search on migrants, enclaves and ageing. By carrying out the dual searches, our aim is to capture the influence of legacy career histories and present experience in transitioning into older age on older migrants' work choices. We conducted our search was carried out for publications from 2017 to March 2024. We also included publications of selected pre-2017 literature with more than 25 citations before 2017 in order to capture seminal outputs which had been instrumental in defining enclaves. Our search terms were:

((enclave AND (migrant OR immigrant OR refugee OR undocumented OR diaspora OR foreigner OR "guest worker") AND (work OR employment OR income OR finance OR labour OR labor)) OR ((enclave AND (migrant OR immigrant OR refugee OR undocumented OR diaspora OR foreigner) AND (ageing OR aging OR older OR generation* OR elder OR pension OR retir*)) OR ((migrant* OR immigrant* OR refugee OR undocumented OR diaspora OR foreigner* OR "guest worker") AND

(ageing OR aging OR older OR generation* OR elder OR pension OR retir))).

Data management Data is stored on Raayan.ai.

Reporting results / Analysis of the evidence We concluded that, although there are ways identified which enclaves suppress migrants' social and economic activity outside their communities, they have also been shown as a space in which migrants act collectively to overcome structural and social barriers they face in the wider job market due to discrimination, language barriers and difficulties with obtaining accreditation. As such, enclaves have the potential to enable older migrants to co-construct later life work which is sustainable and they value. We propose Collective Capabilities as a framework for future research on older migrants and work.

Language restriction English.

Country(ies) involved University in Leicester, England.

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Keywords Older workers, employment, ageing, enclaves.

Dissemination plans Findings to be discussed at business and gerontological focused conferences and peer reviewed journals.

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