



Documenting Workplace Abuses Experienced by Day Laborers in the East San Francisco Bay Area

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EXECUTIVE SUMMARY

Day laborers are primarily immigrant men who look for work in the informal labor market in street corners or outside hardware stores. Workers who perform day labor are a vulnerable group for various reasons, including the lack of a physical worksite, precarious immigration status, and visibility while looking for work. Thus, they may encounter more considerable financial adversity and social risk factors that can lead to adverse health outcomes. This study aims to contextualize the lived experiences of day laborers in the East San Francisco Bay Area. We surveyed 138 day laborers about social and economic factors that can affect their health and well-being.

The East Bay Day Laborer Study (EBDLS) sought to

- identify and analyze the mental and physical health needs of day laborers;
- identify the risks and abuses day laborers encounter when looking for work; and
- elucidate their day-to-day interactions in the community where they seek employment.

In this report, we contextualize day laborers' experiences looking for work

and examine risk factors such as food insecurity, housing insecurity, low wages, abuse and educational attainment to describe collaborative programmatic solutions that could address each of these. Overall, this project aims to bring awareness and aid to those most marginalized in our communities, as it is critical to remain united to advance health and wellness for all regardless of legal status.

BACKGROUND

WHY WAS THIS ANALYSIS DONE, AND IN RESPONSE TO WHAT PROBLEM?

The East Bay Day Labor Study (EBDLS) is a mixed-mode, community-engaged study of day laborers in the East Bay. Day laborers are a subgroup of the immigrant population overburdened by attacks from the current Federal Administration. Policies like the public charge ruling, the attack on Deferred Action for Childhood Arrivals (DACA), increased immigration raids, and a push for a citizenship question on the 2020 Census have targeted immigrant communities and spread anxiety and uncertainty across the Latino community, regardless of legal status.

UNDERSTANDING THE EVERYDAY DISCRIMINATION EXPERIENCES OF DAY LABORERS

During the era of COVID-19 and under the Trump administration, immigrants are surrounded by uncertainty and fear. It is particularly important to recognize the exacerbation of disparities for immigrant communities, primarily due to the current anti-immigrant sentiment and the exclusion of undocumented immigrants from resources that can help relieve poverty and employment insecurity.

The marginalization of day laborers forces them to take more dangerous work to ensure that they make ends meet and support their family, who may be living abroad or in the United States (U.S.) [1].

Additionally, day laborers without legal status are more likely to be employed in jobs that expose them to hazardous occupational conditions [2]. Undocumented immigrants are forced to take these same jobs that often lack regulations, protections, and work benefits [2].

In the context of COVID-19 and the economic impacts on communities of color that have ensued, financial instability often presents adverse mental health effects among day laborers [1]. In addition to adverse mental health effects, day laborers may feel '*desesperacion*,' which can be described as the loss of hope or anger [3]. The impact of '*desesperacion*' also plays a role in day laborers' self-rated health, which has been found to have a positive correlation with social isolation and a negative association with social

integration [4]. Finally, attempting to address these impacts would require addressing structural vulnerabilities, which are the root cause of many adverse social, economic, and health disparities for immigrant communities. It is essential to create policy and programmatic interventions at multiple socio-ecological levels to prevent psychological distress and adverse health among the day laborer population. Some examples include expanding work authorization and a legal pathway for undocumented individuals, expanding collaborative programs between community organizations and cities to improve employment opportunities, and fostering skills development [5].

Data on workers who perform day labor is scant. Nevertheless, informative and up-to-date data is critical for creating effective health programs, determining baseline information, and evaluating these programs' impact. The lack of surveillance data on minority populations has grave consequences and creates difficulties, especially for community organizations, when planning effective programs and interventions for underserved groups [5].

STUDY OBJECTIVES

Through an academic-community partnership between the California Initiative for Health Equity & Action (Cal-IHEA) at UC Berkeley and the Multicultural Institute (MI), an organization in Berkeley with programs focused on improving access to opportunities for immigrant families to reach economic stability, we aimed to:

1. document workplace abuses and risks that day laborers face, and

2. identify the local policies and programs that could benefit the day laborer community.

The 45-minute questionnaire we developed included questions on day laborers' background, job experience, general health, and social support. The survey consists of items on respondent's 1) living situation, 2) employment history, 3) work-related injuries, 4) health status and medical access, 5) abuse, 6) social networks/social support, and 7) experience coming to the U.S.

METHODS:

RECRUITMENT

We conducted a mixed-mode survey of phone and in-person recruitment and administration. The first method involved a community partnership with the Multicultural Institute. The second method applied on-site recruitment at public hiring sites to yield a convenience sample of day laborers. We conducted phone outreach to day laborers who are part of the Multicultural Institute's Day Laborer Program in Berkeley. Furthermore, we also conducted street outreach with convenience sampling in Berkeley, El Cerrito, and Richmond.

We used two distinct outreach and survey administration modes for several reasons. We wanted to garner a more representative sample of day laborers who may seek work in the streets or with the help of a community organization, in our case, the Multicultural Institute. The Multicultural Institute leads the Day Laborer Program, which connects day laborers to work opportunities in a safe and protected environment; there is also a set minimum wage that employers need

to pay workers who are part of the program. Through their participation, day laborers have the opportunity to learn about resources available to them. By outreaching and administering surveys both at the Multicultural Institute and in the street, we were more likely to yield a diverse set of respondents to help gain a representative sample of day laborers in the East Bay.

In total, we surveyed 138 day laborers in the East Bay; 64 respondents were recruited in the street, and 74 were recruited through the Multicultural Institute's Day Laborer Program. Each respondent received a \$20 gift card for participating. Some of the common reasons for refusals included the lack of time to participate or, as we expected, the prioritization of looking for work. Participants could leave at any time during the interview if they found work or for any other reason.

ENGAGING STUDENT FROM AND FOR THE COMMUNITY

Undergraduate research assistants (RAs) were recruited from a student-led organization, Comunidad for Health Equity (CHE), at the University of California, Berkeley, to administer the surveys to day laborers.

CHE has a long-standing community outreach effort called AJUA ("Adelante Jornaleros Unidos en Acción"/ "*United in Action, Day Laborers Moving Forward*"). Through AJUA, RAs engage with day laborers in Berkeley, Richmond, and El Cerrito. CHE provides health education materials, information about local medical and legal resources, and a brown bag lunch at day labor hiring sites in the East Bay. Fourteen of the fifteen RAs were Spanish-speaking, and many

had already worked with marginalized communities.

Under the faculty advisor's supervision, Hector Rodriguez, Ph.D., the graduate student investigator and author of this report, Alein Y. Haro, trained the RAs on how to recruit, outreach, and administer the oral consent and administer the surveys to day laborers. The students participated in survey-collection training and classroom presentations and

discussions, accompanied by hands-on practice and role-playing activities. All activities and training that Ms. Haro led were under the supervision of the faculty advisor.

The study team also shared information on local resources with those who may not be familiar with community-based organizations serving the immigrant population.

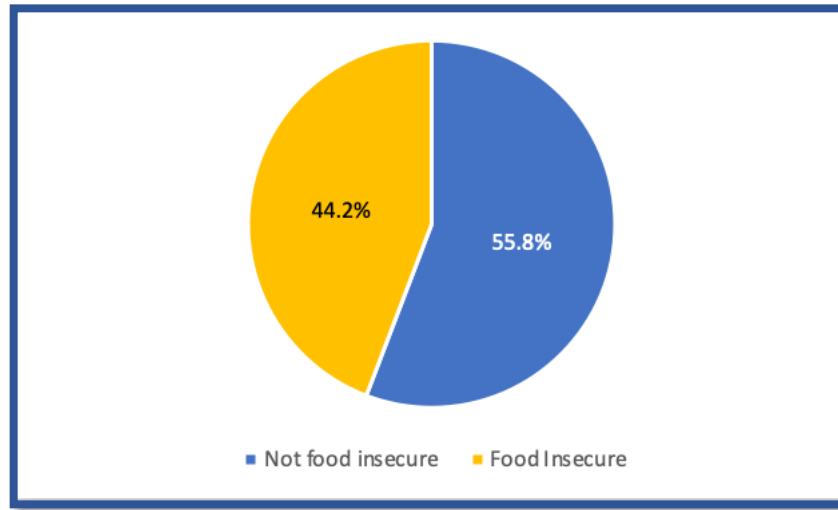
RESULTS

The following section provides an overview of the demographics and the social determinants of health that can shape day laborers' health outcomes.

Housing Type	N	%
A House	53	38%
An Apartment	59	42%
Dormitory/Co-Op	7	5%
On the Street	2	1%
Rents a Room	10	7%
Studio	5	4%
Trailer Home	2	1%

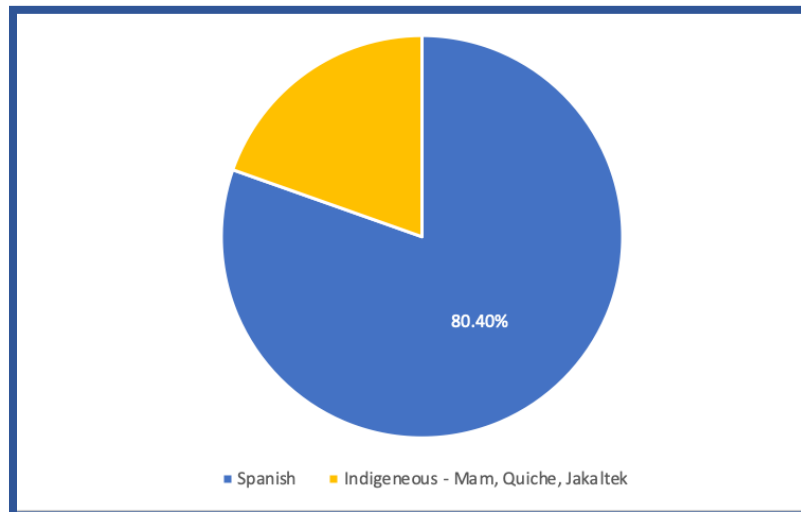
- As seen in Table 1, approximately 42%, 38%, and 7.2% of survey respondents live in an apartment, a house, or rent a room in a house. Three percent of respondents are either homeless or live in a trailer home.
- Some respondents stated that they have lived in a car, trailer, or a basement.

FIGURE 1: EBDLS DAY LABORERS EXPERIENCING FOOD INSECURITY (N=138)



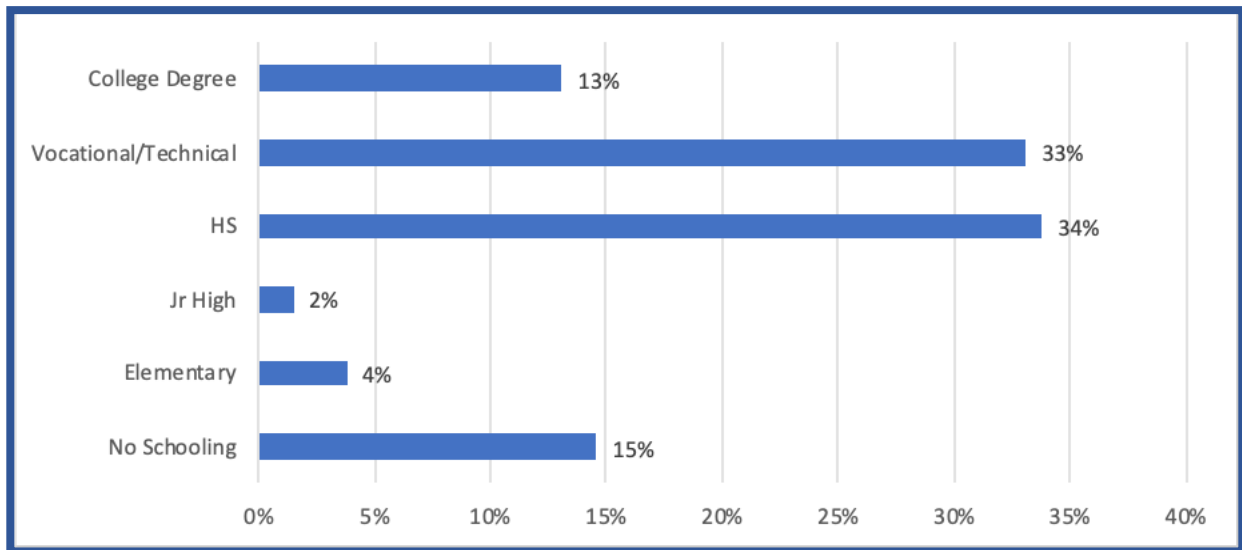
- About 44% of survey respondents reported having experienced food insecurity.
- Food insecurity was defined as sometimes or often not having enough food to eat within their household in the last 30 days.

FIGURE 2: NATIVE LANGUAGE OF DAY LABORERS IN EBDLS (N=138)



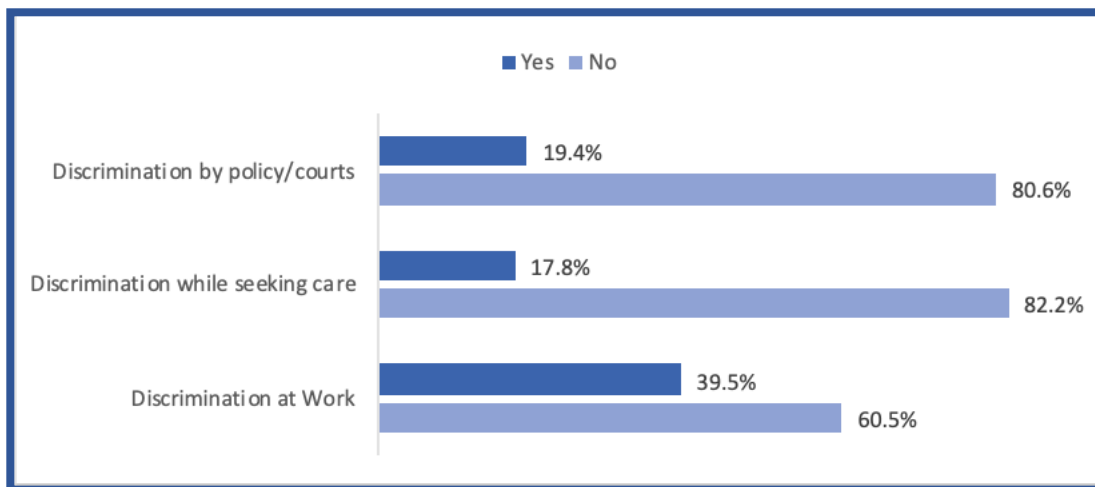
- Approximately 1 of 5 respondents reported an indigenous language as their native language, while 80% of respondents reported Spanish as their Native Language.

FIGURE 3: EDUCATION LEVEL OF DAY LABORERS IN EBDLS (N=138)



- As noted in Figure 3, 33% of surveyed respondents reported having a vocational/technical degree as their highest level of education, and 34% of respondents reported a high school degree as their highest level of education. Notably, approximately one in five respondents reported having less than a high school level of education.
- Education was either completed in their country of origin or the U.S.

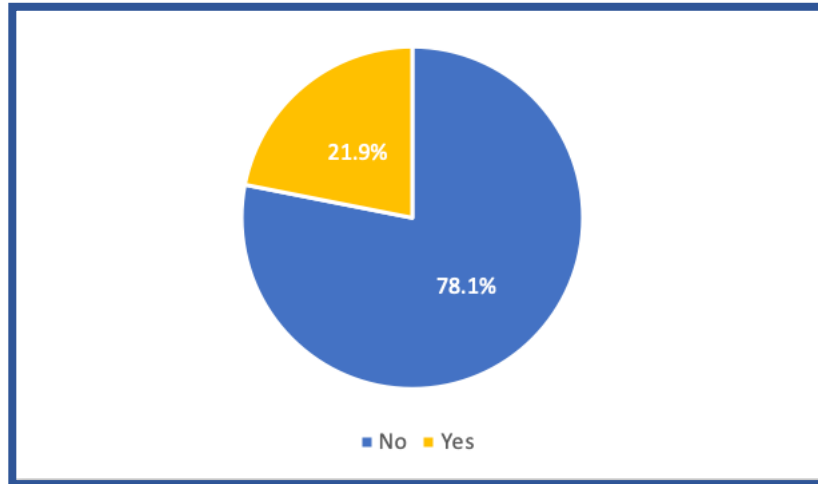
FIGURE 4: EXPERIENCES OF DISCRIMINATION BY DAY LABORERS IN EBDLS



- As demonstrated in Figure 4, almost 40% of respondents have experienced discrimination at work. Moreover, approximately one in five respondents have experienced discrimination by the police or the judicial system, and 18% have experienced discrimination while seeking medical care.

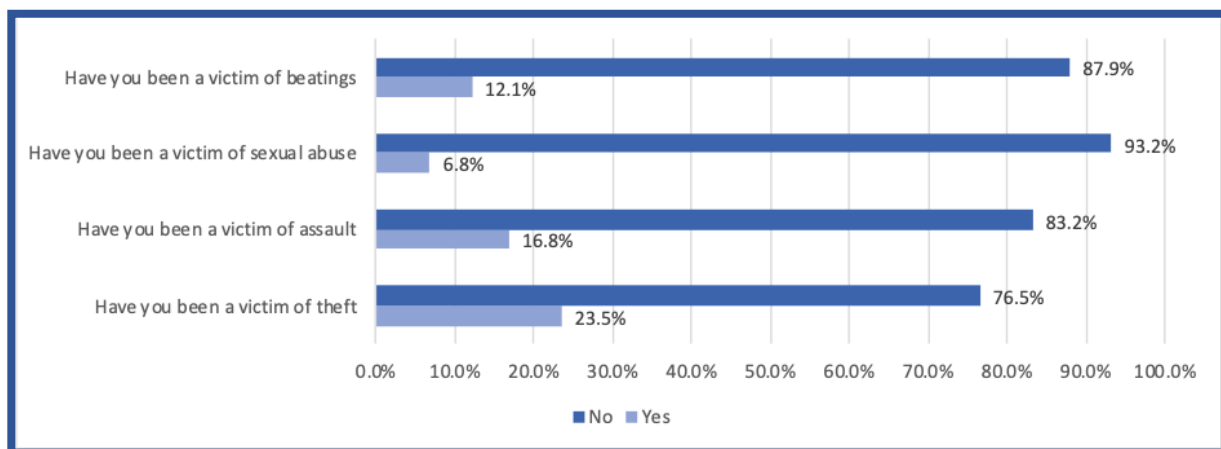
- Discrimination in the workplace is a common risk factor that may exacerbate depression, anxiety, and risk of an injury.

FIGURE 5: KNOWING WHERE TO REPORT ABUSES IN THE WORKPLACE (N=138)



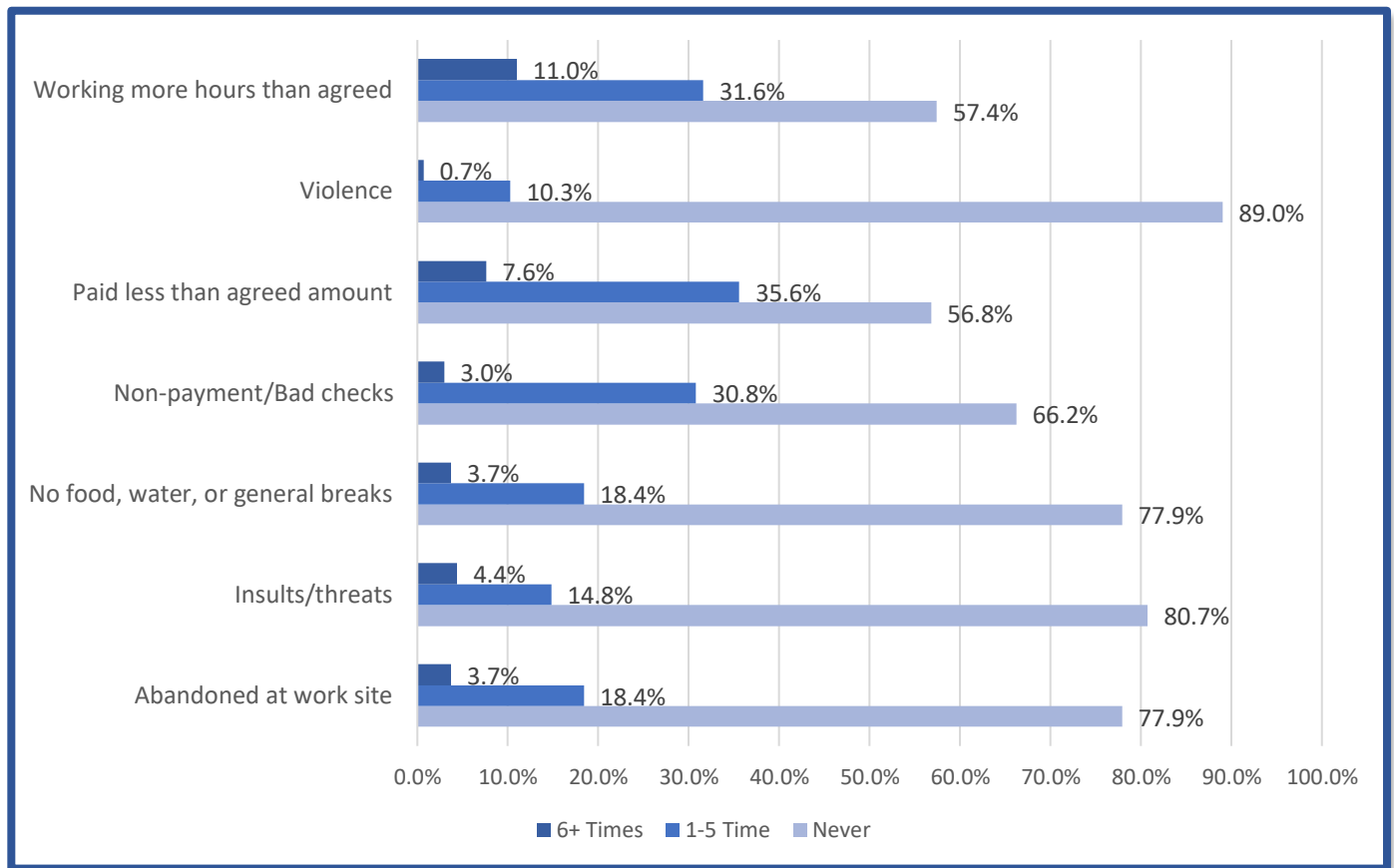
- Approximately 22% of survey respondents know of a person or place to report workplace abuses.
- The lack of information about where day laborers can report abuses such as wage theft, lack of breaks, or violence creates further opportunities for employers to abuse day laborers.

FIGURE 6: DAY LABORER EXPERIENCES OF ABUSE WHILE LOOKING FOR WORK (N=138)



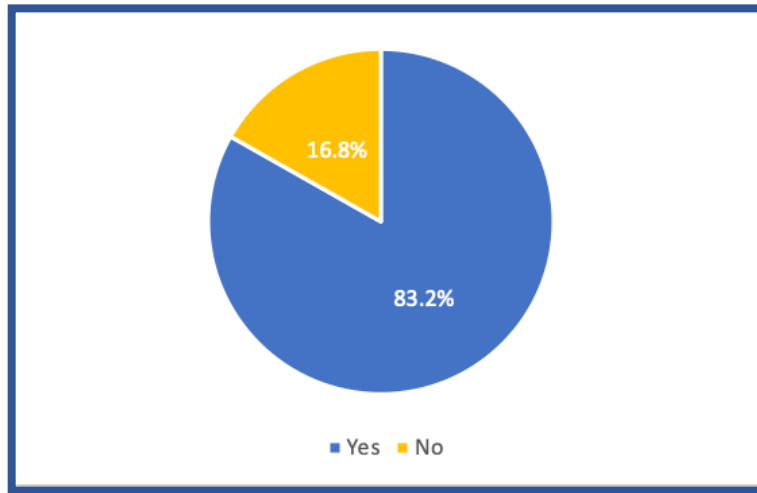
- As seen in Figure 6, 23% of survey respondents had experienced theft while looking for work in the streets. Moreover, 16% and 12% of respondents had been victims of assaults and beatings while looking for work, respectively.

FIGURE 7: EMPLOYER ABUSES EXPERIENCED BY DAY LABORERS IN THE LAST TWO MONTHS (N=138)



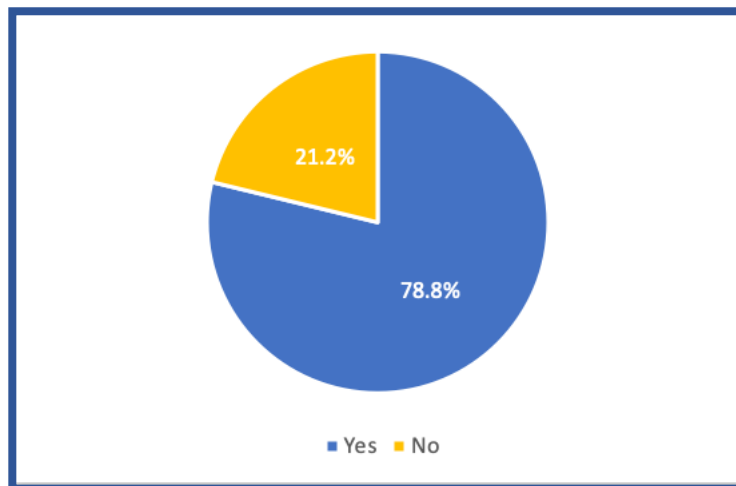
- When it comes to employer abuse, day laborers reported working more hours than agreed, violence, being paid less than the agreed amount, receiving checks with no funds, no breaks during work, insults and threats, and abandonment at work site.
- Over 40% of survey respondents had worked more than the initial agreed-upon amount at least once or were paid less than the agreed amount.
- One in three respondents had experienced non-payment/bad checks at least once in the past two months.
- One in five respondents had been abandoned at the worksite or received no food or general breaks.

FIGURE 8: DAY LABORERS ACTIVELY SEARCHING FOR STABLE WORK (N=138)



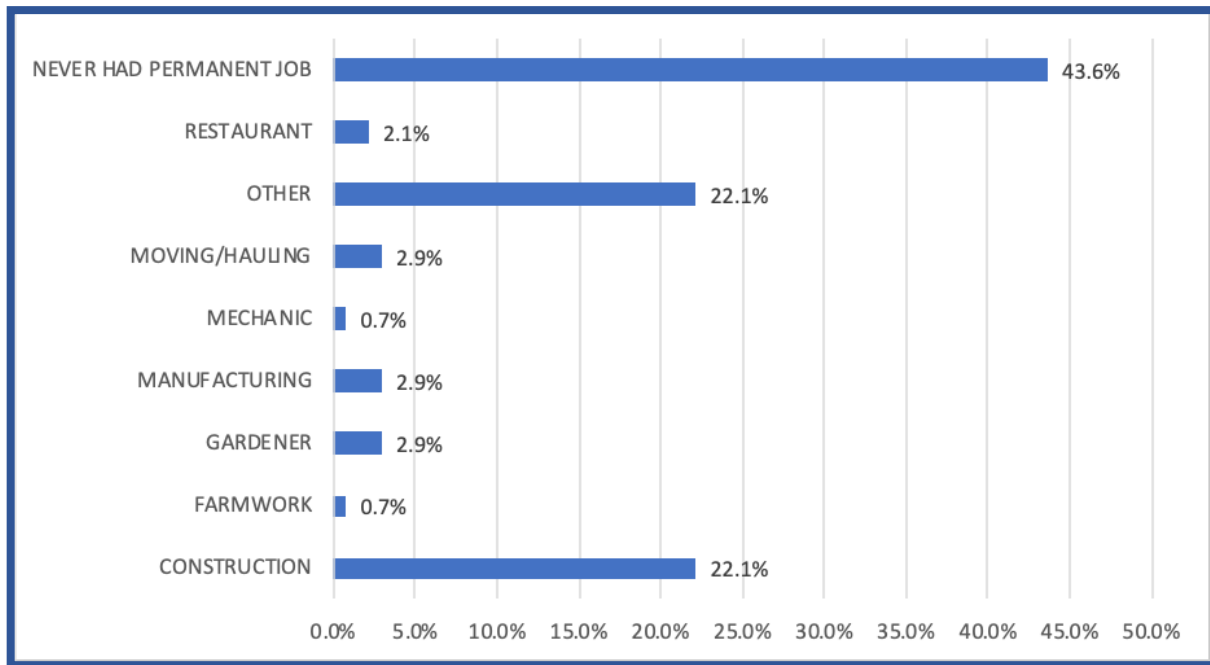
- As seen in Figure 8, despite working in the informal labor market, over 80% of survey respondents are actively looking for stable work.

FIGURE 9: DAY LABORERS IN EBDLS THAT HAVE PERFORMED DANGEROUS WORK (N=138)



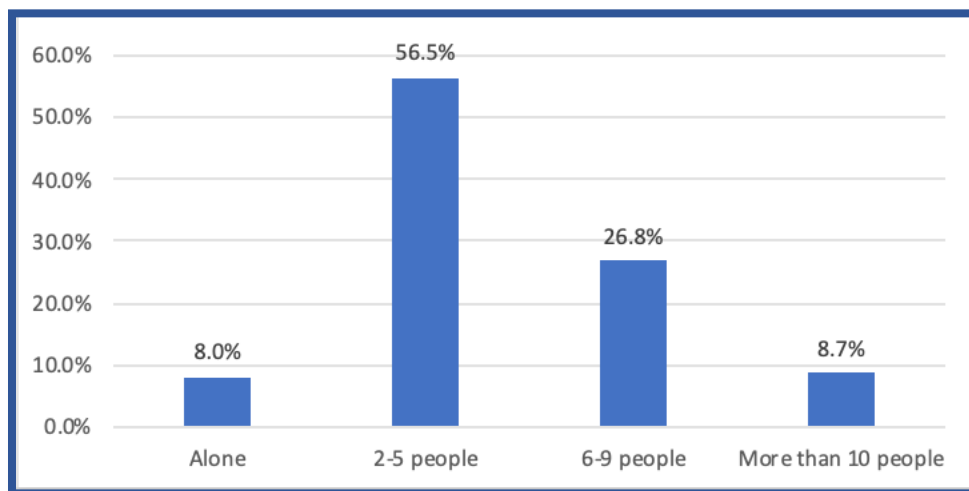
- As noted in Figure 9, almost 8 of 10 respondents felt that they had done some form of dangerous work as a day laborer. Examples from interviews include jobs such as roofing, working on scaffolds, and painting.

FIGURE 10: DAY LABORERS' LAST PERMANENT JOB IN THE U.S. (N=138)



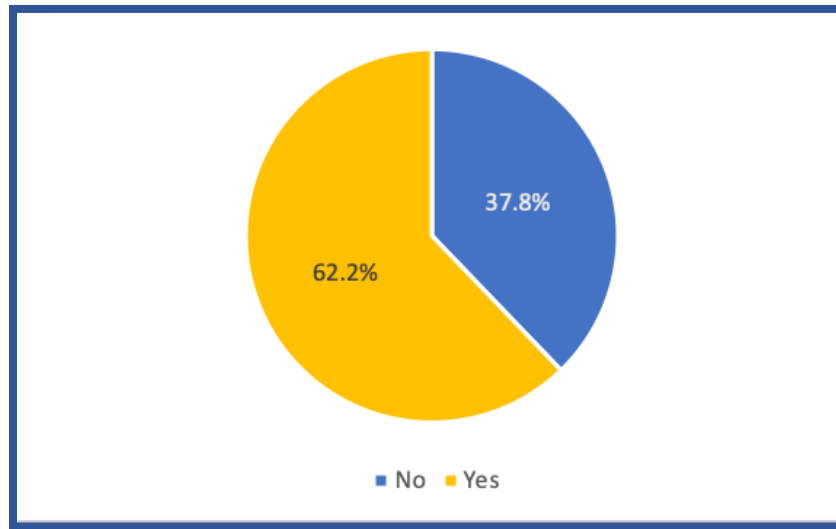
- As illustrated in Figure 10, 44% of respondents have never had a permanent job in the U.S. In comparison, 22% of respondents have had a stable job in construction, and 33% of respondents have had a permanent job in some other profession.

FIGURE 11: NUMBER OF OCCUPANTS DAY LABORERS LIVE WITH (N=138)



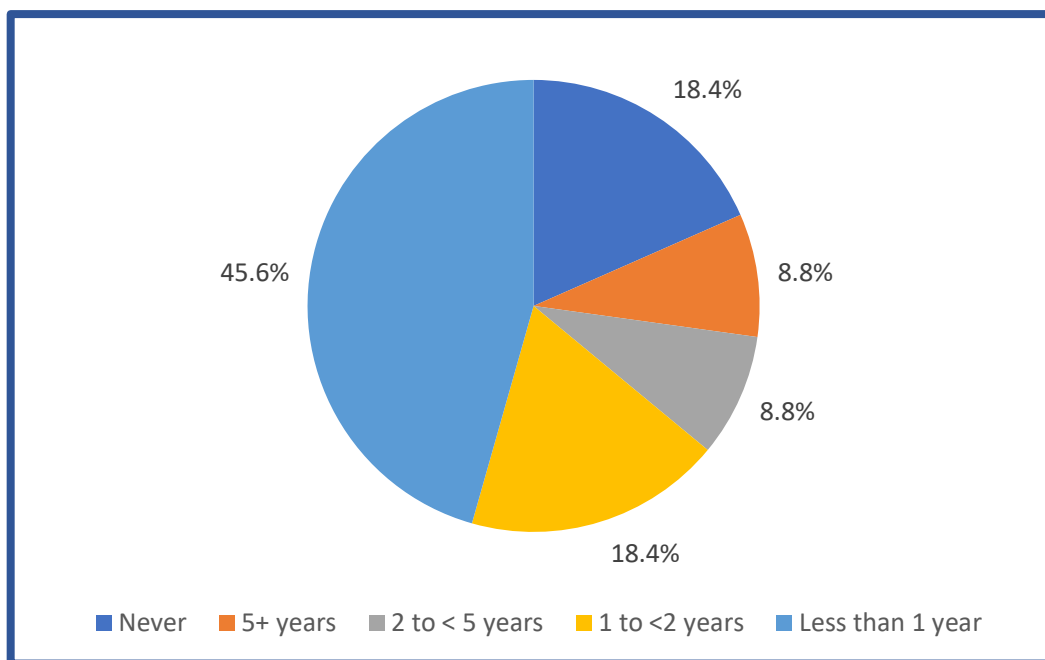
- Over 56% of survey respondents live in a household with 2-5 people. Almost one in 10 respondents live alone, and 34% of respondents live with six or more people.

FIGURE 12: DAY LABORERS WITH AND WITHOUT A USUAL SOURCE OF PRIMARY CARE (N=138)



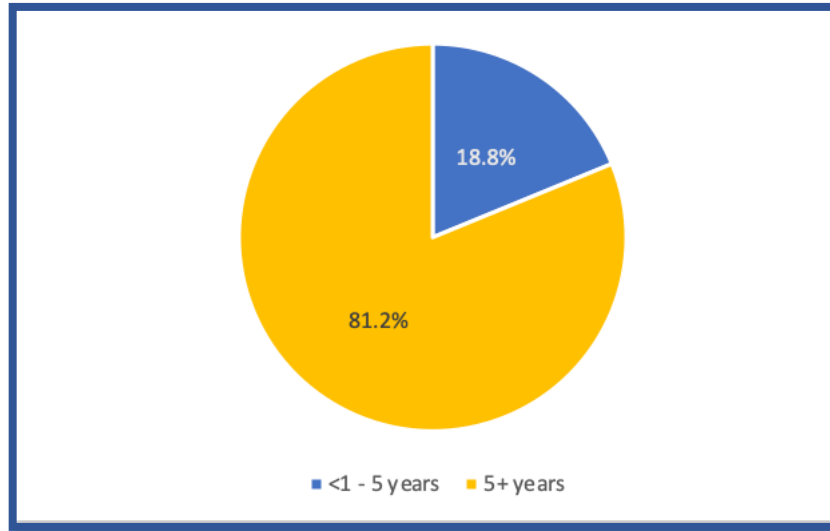
- As noted by Figure 12, almost 40% of survey respondents do not have a usual primary care source.
- Some of the reasons provided for not having a usual source of care included seldom getting sick, high costs of care, and lack of insurance.

FIGURE 13: LENGTH OF TIME SINCE LAST DOCTORS VISIT (N=138)



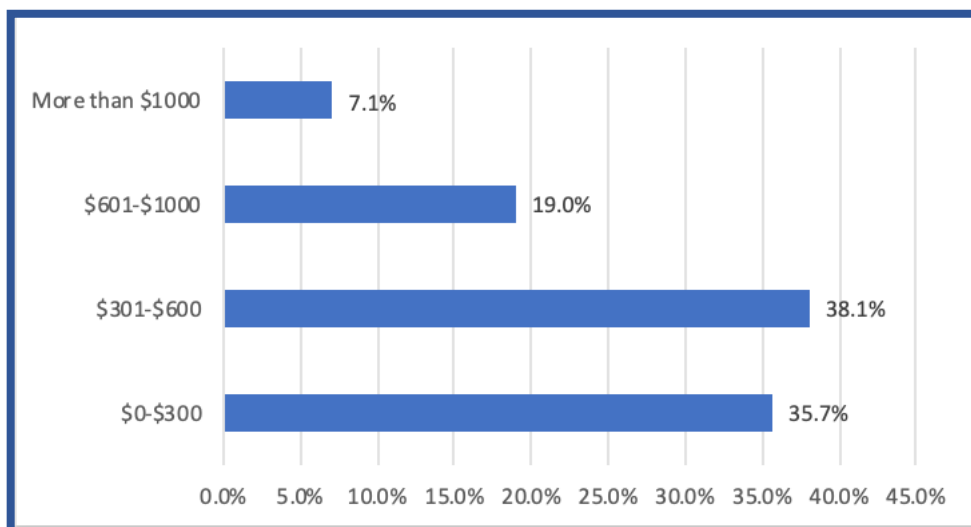
- Over 45% of survey respondents have seen a doctor for a routine checkup in the past year. About 36% of respondents had seen a doctor in the past five years, and 18% have never seen a doctor for a routine checkup.

FIGURE 14: LENGTH OF STAY IN THE U.S. (N=138)



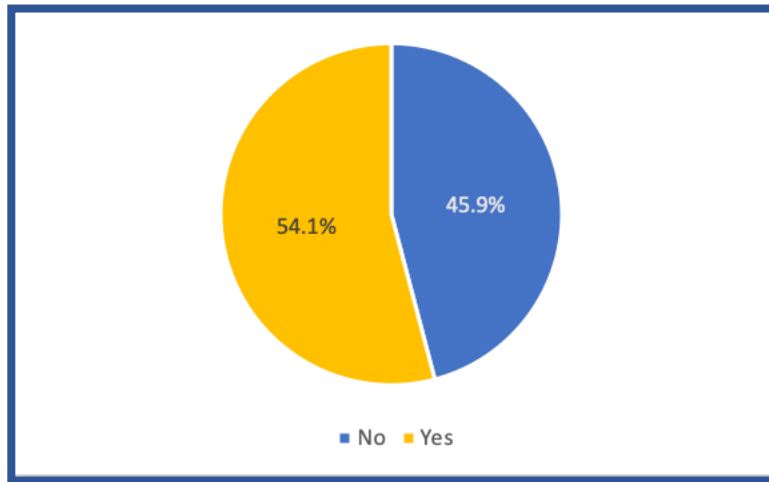
- As demonstrated in Figure 14, more than 80% of survey respondents have been in the U.S. for five or more years, and the remaining respondents have been in the U.S. for less than five years.
- Individuals who are in the U.S. for shorter periods may need special assistance in finding social support, health care, and help from community-based organizations.

FIGURE 15: DAY LABORERS WEEKLY INCOME (N=138)



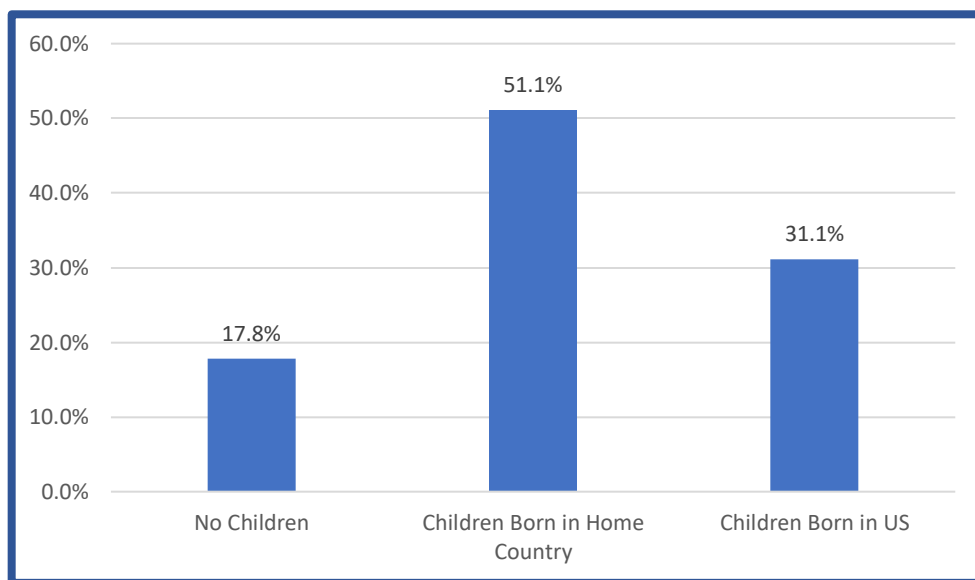
- On average, three out of four survey respondents make \$600 or less a week, and only 7% of day laborers interviewed make more than \$1,000 a week.

FIGURE 16: DO YOU KNOW SOMEONE WHO HAS BEEN DEPORTED? (N=138)



- As illustrated in Figure 16, 54% of day laborers interviewed know someone that had been deported.
- Knowing someone who has been deported may exacerbate the stress that day laborers experience as it reminds them of the precarious situation that immigrants are in if they lack legal status.

FIGURE 17: DAY LABORERS' CHILDREN & THEIR PLACE OF ORIGIN (N=138)



- As seen in Figure 17, 51% of survey respondents reported having children born outside of the United States, 31% reported having children born in the U.S., and 17% of respondents reported having no children at all. One in three of the participating day laborers has a direct tie to a U.S. born child.

RECOMMENDATIONS: OPPORTUNITIES FOR INTERVENTION

Existing community-based organizations (CBOs), in collaboration with other sectors, can engage in partnerships to address day laborers' various needs. Below we outline what the Multicultural Institute does to address the current needs in the day laborer community. Partnering with trusted organizations like the Multicultural Institute (MI) could help expand and strengthen the diverse programs they offer.

FOOD INSECURITY - Approximately 44% of day laborers were found to experience food insecurity.

What the MI does to address food insecurity:

- Weekly food distribution at its Berkeley, Richmond, and Redwood City locations
- Engaging local businesses to donate food and supplies

To aid families and day laborers during the COVID-19, some of the services the MI has offered include but are not limited to weekly food distributions and the distribution of personal protective equipment as needed.

The MI partners with Second Harvest of Silicon Valley to help address hunger in the Bay Area. Second Harvest distributes nutritious food to neighborhoods in San Mateo and Santa Clara counties, leverage every available food resource, and collaborate with organizations like the MI to address hunger.

Improving Solutions for Food Insecurity:

- Expanding food pantry programs

To expand the Multicultural Institute's food pantry, it is essential to reach out to local leaders and residents in the East Bay to donate canned foods, non-perishables, and other goods. Partnering up with local universities and co-organizing food drives is also another opportunity to expand current efforts. Collaborating with the county or city food bank to acquire produce and non-perishable food items for day laborers may also be a good option.

A barrier to the implementation of this expansion is that in the age of COVID-19, there is a high demand for many of the resources that food pantries offer. SB 1383, [Edible Food Recovery](#), signed by former Governor Jerry Brown in 2016, requires the state to increase edible food recovery by 20 percent by 2025. By January 2022, Tier 1 edible food generators (i.e., food donors) include supermarkets, grocery stores, food service contractors and distributors, wholesale food markets,

and state entities. By 2024, Tier 2 edible food generators will consist of local education entities, restaurants, hotels, health facilities, and large venues.

Furthermore, SB1383 requires local governments to establish an edible food recovery program that recovers food from the waste system. Although the mandate will not be formally implemented soon, fostering partnerships in advance and encouraging the proactive implementation of the mandate may facilitate the expansion or development of a food pantry program.

WORKFORCE DEVELOPMENT –
Among our sample of day laborers, less than half have had a permanent job and, on average, 74% make less than \$600 per week, which may be related to low educational attainment (21% have less than a high school level of education) and low levels of English proficiency.

How the MI addresses workforce development:

- Job Placement
- General educational development (GED) classes
- Computer skills
- Business entrepreneurship classes

When aiding day laborers with job placements, the MI advocates for an hourly \$20 minimum wage and a three-hour job minimum. Moreover, their business entrepreneurship curriculum includes lessons on business planning, tracking expenses, tax filing, and building a client base through marketing.

Lastly, the MI's GED course is a six-week program and prepares students on math, language arts, science, and social studies, which are all needed to pass the current GED test. Furthermore, the MI also helps prepare community members for the HiSET exam (i.e., a high school equivalency credential).

Additional Solutions for Advancing Work Opportunities:

- Establish microloan/microgrant program for day laborers to start a business
- Digitizing GED prep courses
- Workforce skill development workshops

Microloans

In addition to the Business Entrepreneurship curriculum already offered by the MI, creating a microloan program for day laborers looking to develop a business would provide another opportunity to help improve their financial wellness. Recently, the California Workforce Development Board submitted an enacted budget proposal for \$10 million allocated to create the "Entrepreneurship Pathways Grant Program" and support underserved and economically disadvantaged groups. The premise of this funding is to assist individuals with limited English proficiency regardless of legal status. The program has two main components: (1) community outreach, education, training, and (2) micro-grants for small business development and technical support. These grants are administered through CBO's and are an excellent opportunity for day laborers to

advance economically. More information regarding this grant program can be found [here](#).

Digitizing GED Prep

In the age of COVID-19, transitioning GED courses to online versions would allow more day laborers to increase their education level. Establishing these online classes can be done through Facebook Live in a webinar-style format.

One downside to this would be digital literacy and access to technology for day laborers. Another disadvantage would be the inability to interact one-on-one with day laborers, typically done in a classroom environment. An opportunity to overcome this barrier is to utilize the YouTube or Facebook Live function. YouTube and particularly Facebook are more readily accessible and user-friendly than video meeting software. Moreover, day laborers would be able to comment and ask questions throughout the live stream.

Workforce Development

Beyond workforce skill development workshops, immigrant-serving CBOs like the Multicultural Institute can partner with local community colleges and potential employers to recruit and retain participants.

A challenge to providing workforce development workshops in the foreseeable future would be limited ability to hold in-person activities due to COVID-19. Despite this, preparing for seminars by conducting a needs assessment with the day laborer community can help CBOs understand what skills day laborers would like to

gain. The needs assessment will facilitate event execution once the pandemic has subsided. Moreover, even though legal status may still serve as a barrier to day laborers' regular work, expanding their skillset will allow day laborers to engage in more diverse professions and learn how to be self-employed contractors.

DISCRIMINATION AT WORK - Among survey participants, 39.5% said they had experienced discrimination at work. However, only 22% know where to report employer abuses.

What the MI does to address discrimination

- Legal Clinics
- Worker Advocacy

Currently, the MI offers free legal clinics at which attorneys volunteer to provide advice regarding legal or immigration questions at no cost. Moreover, MI's worker advocacy program offers multiple services, including delivering applied learning workshops, life skills workshops and training, wage claims, legal assistance, tax filing, and the solicitation of ITIN numbers.

Additional solutions for reducing discrimination at work:

- Expanding "Know Your Rights" workshops to also include labor rights

"Know Your Rights" workshops can also include labor rights so that day laborers can self-advocate and report

discrimination and abuse they may experience while working.

It is essential to recognize the power imbalance typically present when a day laborer experiences discrimination when hired for a job. Day laborers may fear speaking up due to retaliation from the employer or fear of deportation. Despite this, encouraging day laborers to self-advocate and educating them of their rights, regardless of legal status, are of the utmost importance. Although day laborers may not feel comfortable to speak up, they can share their concerns with CBO's that they trust. The Multicultural Institute, for example, has gained the trust of the community they serve, and staff help day laborers and other migrant workers navigate the formal workplace abuse report and wage claims with the state.

HOUSING – Despite low-levels of self-reported homelessness, about 34% of day laborers live with six or more people.

What the MI does to address housing insecurity:

- Day laborer permanent housing in the Bay Area

The MI offers permanent housing for day laborers. Housing is cooperative as day laborers take on roles in management, process, and property maintenance.

This living arrangement allows day laborers to have housing stability, which is an important social determinant of health.

Supplementary solutions for housing insecurity:

- Curate a list of affordable housing opportunities
- Encourage private investors to make investments in affordable rental housing through the Low-Income Housing Tax Credit
- Connect day laborers in need with resources from Project Roomkey

Possible solutions to address the high-density living arrangements include developing a curated list of affordable housing opportunities that is continuously updated and accessible to immigrant communities. Moreover, CBOs can collaborate with day laborers who may have housing opportunities and help connect them with other day laborers who are looking for housing.

To address housing availability and affordability at an institutional level, it is vital to encourage private investors to use the Low-Income Housing Tax Credit (LIHTC), which facilitates the production of affordable rental housing. Through LIHTC, private investors receive a federal income tax credit as an incentive to make equity investments in affordable rental housing.

Moreover, Gov. Gavin Newsom recently launched [Project Roomkey](#) to protect the homeless community from COVID-19. Project Roomkey provides emergency housing at the county level for those that are medically vulnerable or that have come into contact with COVID-19. In Alameda County, this

program takes the form of two programs: [Operation Comfort and Operation Safer Ground](#). Project Roomkey provides an opportunity to assist day laborers experiencing homelessness or in need of emergency housing as a result of COVID-19.

Developing a curated list of housing opportunities, though a good idea, in theory, presents a few barriers to implementation in practice. The exhaustiveness of the list may be limited due to a limited number of immigrant-friendly landlords. Furthermore, the need to address the lack of affordable housing in the East Bay persists; addressing housing affordability is vital to fix the homelessness and eviction epidemic in the Bay Area in general. We acknowledge that cross-collaboration between the state, the county, developers, and private investors is needed to address the housing shortage.

HEALTH CARE - Next, 37% of survey respondents have no form of primary care. Furthermore, 36% of respondents reported that their last physical was between a year to five years, while 18% of respondents have never seen a doctor for a routine checkup.

What the MI does to address health needs:

- Health awareness via street workshops and health fairs
- Monthly mobile clinics
- Social worker access
- Monthly therapy services
- Dental services
- COVID-19 testing

The MI offers health information directly to day laborers via stress workshops and health fairs to increase awareness of available health resources. Additionally, the MI partners with Alameda County Health Services to provide health screenings and services to day laborers and the community, including on-site COVID-19 testing and free flu shots. MI staff also act as navigators to help the immigrant community enroll in health care programs. A social worker also helps connect day laborers to other social and health resources available via case management.

For example, many day laborers participate in the Health Program of Alameda County (HealthPAC) and use it to access health care services. HealthPAC provides comprehensive health care services through a contracted network of health care providers. Therefore, guiding day laborers through the process of signing up for HealthPAC is an excellent opportunity that the MI leverages to help them acquire primary care services.

Other counties throughout California also provide healthcare programs for individuals that may not qualify for care elsewhere; for example, LA County has the MyHealthLA program. The [California Health Care Foundation has a comprehensive list](#) of information on the county programs currently available.

Beyond offering health information, initiating warm referrals, and providing navigational support to sign up for health insurance programs, the MI offers other pivotal health-related services to the community. For example, the MI hosts a therapist on-site every month to meet with community members,

including day laborers, who are experiencing social support issues or stress-related problems. Meeting with a licensed therapist is particularly beneficial for day laborers, given their reported low health care access levels.

Furthermore, the MI has also partnered with Onsite Dental Care Foundation to host their mobile dental services unit at the Berkeley office. The mobile unit is available twice a week to offer free Dental Services to day laborers and unhoused individuals. These partnerships are pivotal to providing health care services to under-served communities.

Solutions for Increasing Health Care Access:

- Expanding county and city health care partnerships
- Increase awareness of state-wide health care expansion benefits

In addition to county programs, we recommend the continued development of partnerships between cities, local community health clinics, and nonprofits to strengthen the primary care and integrated behavioral health services that the MI currently helps provide. We also encourage the use of street medicine by partnering with federally qualified health centers (FQHC) that provide street-based services to vulnerable and marginalized communities. For example, the [Alameda County Health Care for the Homeless](#) has a program called “Street Health,” which involves a network of FQHCs and

community-based organizations to increase access to health care services for unhoused individuals. Given the transient nature of day labor work and the fact that day laborers most often seek employment in public hiring sites, offering direct health care services as day laborers seek work (“street medicine”) is vital. Partnering with [FQHCs in Alameda County](#) is especially helpful in addressing health inequities.

Additionally, it is crucial to conduct outreach to inform young-day laborers under the age of 26 that they may be eligible for full-scope Medi-Cal through Medi-Cal's expansion for undocumented young adults.

Day laborers may not be aware of the healthcare resources available to them or may be afraid to enroll. Challenges to encouraging day laborers to sign up for county health programs include limited access to county programs across the state, as well as a limited number of culturally-competent providers. Moreover, due to the recent public charge ruling, many day laborers may be hesitant to seek medical care for fear of it impacting their immigration status in the future. Despite this, the public charge ruling would not apply to day laborers utilizing county-funded programs. Additionally, day laborers with children should continue to use the Children’s Health Insurance Program (CHIP) as this program also would not fall under the public charge ruling.

CONCLUSIONS:

In this report, we contextualized risk factors that day laborers experience: food insecurity, housing insecurity, low wages, abuse, and educational attainment. We illustrated the numerous

occupational hazards day laborers in the East San Francisco Bay Area face in addition to the social determinants of health that predispose them to a myriad of health conditions.

Day laborers in the East Bay are visible while looking for work but invisible to policymakers and other leaders; their voices are often not included at the decision-making table. In this study, we aim to bring to life the experiences and voices of day laborers who provide essential work to East Bay residents in need. Day laborers are part of the social and economic fabric of the Bay Area.

It is important to note that the risk factors that day laborers experience have only been exacerbated by COVID-19 and will continue to exist after the pandemic if action is not taken to address them. There are strategies that immigrant-serving organizations and nonprofits can undertake to ensure that the day laborer community is protected

from the social, economic, and health adversities associated with their occupation and immigration status.

The Multicultural Institute in the Bay Area is a prime example of a CBO serving and advocating for the immigrant population. They address all of the risk factors underscored in this report and help ensure that day laborers can successfully transition into the workforce.

It is pivotal that local cities and counties, investors, and philanthropists support organizations like the Multicultural Institute. Furthermore, CBOs, in partnership with city and county governments, investors, and local leaders, have opportunities to intervene and aid day laborers in their day to day lives. Assisting those most marginalized is critical to remaining united as a community and advancing health and wellness for all regardless of legal status.

ORGANIZATIONS THAT FOCUS ON PROTECTING DAY LABORERS

- [Multicultural Institute](#) - MI's programs increase access to opportunities for immigrant families to reach economic stability. Program strategies enhance economic, educational, and skill opportunities, cultivate leadership development, provide direct services, and stimulate individuals, families, and communities' positive transformation.
- [National Day Laborer Organizing Network](#) - Improves the lives of day laborers, migrants, and low-wage workers. They build leadership and power among those facing injustice so they can challenge inequality and expand labor, civil and political rights for all.
- [City of Los Angeles Day Laborer Program](#) - Currently, IDEPSCA operates four Day Laborers Community Job Centers (DLCJC): Hollywood, Downtown-Fashion District, Harbor City, and Cypress Park. The DLCJC provides a humane way to look for work and offer a learning environment through literacy, English classes, and information about health, labor, and immigration laws. These centers also function as a public safety alternative to soliciting employment on the street corners and suffering from severe exploitation and unsafe working conditions.
- [Carecen Day Labor Center](#) – They aim to connect employers with skilled day laborers for a variety of services.
- [Collaborative Strategies for Day Labor Centers](#) - This guide is designed to assist local officials, immigrant-serving organizations, day labor center planners and leadership, and others in understanding how collaborative relationships and partnerships can help communities to establish, support effectively, and sustain day labor centers.

The collaborative strategies and partnerships highlighted in this guide are presented in three sections:

1. Collaborative Strategies to Support the Establishment of a Day Labor Center;
 2. Collaborative Strategies to Support and Sustain Day Labor Center Operations; and
 3. Collaborative Strategies: Final Thoughts.
- [Pomona Day Labor Center \(PDLC\)](#) – The PDLC's mission is to provide an opportunity for day laborers to find safe work at a fair wage, to obtain new trades and skills that improve their employability and quality of life, and to improve overall conditions for all immigrant workers.
 - [California Human Development: Day Labor Connection](#) - Their Day Labor Centers provide a safe and dignified place where day laborers can meet with employers for work at a fair wage. Centers help workers to build a better life for themselves and their families, whether that means emergency care such as food, health care, and clothing or assistance to improve employability through English-language classes and job skills training.

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ENDNOTES

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