



**NAVIGATING THE PATH TO ECONOMIC DEVELOPMENT:
UNDERSTANDING THE EMPLOYMENT JOURNEY OF MUSLIM
WOMEN IN MANITOBA**

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RESEARCH TEAM

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LAND ACKNOWLEDGEMENT

With the utmost respect and a commitment to fostering meaningful connections with Indigenous communities, Healthy Muslim Families gratefully acknowledges our presence on ancestral lands. We are situated on Treaty 1 territory, encompassing the traditional territory of the Anishinabek, Cree, Oji-Cree, Dakota, Dene Peoples, and the Red River Métis. Additionally, we recognize that the research and completion of this report took place on the ancestral lands of these Indigenous communities.

GENERAL ACKNOWLEDGEMENT

We would like to express our sincere gratitude to the employment advisory committee for their insight into the subject matter. We stand humbled by your contribution which has shaped our research beautifully. Thank you.

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EXECUTIVE SUMMARY

This research project delves into the employment challenges encountered by Muslim women in the province of Manitoba, Canada. Recognizing the intersectionality of gender and religious identity, the study aims to shed light on the unique barriers faced by this demographic group in accessing and sustaining employment opportunities.

It aims to serve as a foundation for developing targeted interventions and policies to create a more inclusive and equitable employment landscape for Muslim women in Manitoba, ultimately contributing to the overall diversity and prosperity of the province.

Key Findings:

- **Cultural Bias and Stereotyping:** Muslim women in Manitoba often confront cultural biases and stereotypes, both explicit and implicit, which affect their chances of securing employment. Preconceived notions about dress, language, and cultural practices may contribute to discriminatory hiring practices.
- **Limited Networking Opportunities:** Networking is a crucial aspect of career advancement, yet Muslim women may face challenges in establishing professional networks due to cultural or religious constraints. This limitation can impact their access to job opportunities and career growth.
- **Workplace Accommodations:** Issues related to religious accommodations, such as prayer spaces and flexible scheduling during religious holidays, are identified as challenges faced by Muslim women in the workplace. A lack of understanding and accommodation from employers may contribute to workplace dissatisfaction.
- **Educational Attainment Disparities:** Disparities in educational attainment among Muslim women compared to the general population can contribute to limited access to higher-paying and skilled employment opportunities. Addressing these educational gaps is crucial for fostering equal employment prospects.
- **Community Support and Resources:** The research underscores the importance of community support and resources in mitigating employment challenges. Initiatives promoting mentorship, skill development, and awareness campaigns can contribute to overcoming barriers and fostering a more inclusive employment environment.

INTRODUCTION

Just over 1.3 million new immigrants settled permanently in Canada from 2016 to 2021, the highest number of recent immigrants recorded in a Canadian census, and from 2001 to 2021, the number of Canada's population who has reported being Muslim has more than doubled in the last 20 years. With the ever-growing Muslim population in Manitoba and Canada, it becomes crucial to recognize the diverse and unique challenges faced by the different Muslim ethnic communities in their pursuit of economic empowerment and livelihood.

Two-thirds of economic immigrants enter Canada under the federal worker programs, including skilled workers, skilled trades workers, Canadian experience class, and caregivers while provincial and territorial nominees, who are mostly educated or skilled workers, make up another 27 percent of the group of economic immigrants.² In terms of educational attainment, 48.9 percent of newcomers arriving between 2011 and 2016 had a university level certificate, diploma or degree compared to 22.1 percent for non-immigrants.

Although newcomers to Canada are highly educated, many face difficulties finding a job that is commensurate with their education and skills. Compared to Canadian-born workers, the unemployment rates for recent newcomers with postsecondary credentials were higher, especially for individuals with college or university credentials. Among individuals who worked full-time and for the full year in 2015, recent newcomers earned substantially less than native-born people.

This research report aimed to shed light on the employment journey of skilled Muslim women in Manitoba, exploring the barriers they encountered after immigrating to Canada and the strategies they employ to navigate their path toward economic empowerment. Although this report specifically follows the employment journey of Muslim women in Manitoba, it is important to recognize that newcomers belonging to other groups face employment challenges as well. Understanding the unique experiences of Muslim women is essential because it helps us to recognize the diversity within our communities and acknowledge the contributions and aspirations of Muslim women who are seeking meaningful employment opportunities. By

uncovering their experiences, we can gain insights into the specific barriers they encounter and the strategies they employ to overcome these challenges. This knowledge can help inform policies, programs, and initiatives that aim to create more inclusive and supportive environments for all individuals, including Muslim women.

ISLAMIC PERSPECTIVE TO WOMEN'S EMPLOYMENT

In the context of the Islamic perspective, the employment journey of Muslim women in Manitoba is viewed through the lens of justice, equality, and the recognition of inherent human dignity. Islam emphasizes the right of every individual, regardless of gender, to seek meaningful and gainful employment. It encourages societies to create environments where women are afforded equal opportunities, free from discrimination.

Islam offers direction on a wide extent of subjects, including women's employment and societal roles. It advances correspondence for men and women and supports their right to work. The Qur'an and prophet Muhammad ﷺ teachings advocate for empowering and respecting women. One of the foremost notable examples of this is the first wife of the prophet, Khadija. He regarded her as a highly successful businesswoman who had a strong character. The accomplishments of Khadija have shown how the religion values women's workforce and professional participation.

It also encourages them to pursue financial independence and entrepreneurship. Moreover, the teachings of the religion place a heavy emphasis on the role of husbands in helping their wives look after their household chores. The conduct of the Prophet Muhammad ﷺ demonstrates how Islam values women. He encouraged his followers to help out around their homes and show kindness toward their wives. According to the Hadith, the Prophet reportedly said, "The best of you are those who are best to their wives, and I am the best of you to my wives." This is a clear indication of how the religion values working together with women.

A fundamental principle of Islam is to recognize the worth of women's contributions. Based on the life of Prophet Muhammed ﷺ and the accomplishments of his first wife Khadija, women

should be empowered in both professional and family spheres. Islam aspires to build a society that values and respects women.

Understanding the employment challenges faced by Muslim women in Manitoba from an Islamic standpoint calls for fostering inclusivity, breaking down stereotypes, and promoting social and economic justice to enable these women to contribute fully to the workforce while maintaining their religious and cultural identity.

PROJECT APPROACH

Objective:

The primary goal of this research project is to comprehensively explore and address the employment challenges encountered by Muslim women in Manitoba, Canada. The approach integrates both qualitative and quantitative data collection components to provide a nuanced understanding of the multifaceted issues faced by this demographic group.

1. Qualitative Data Collection:

a. In-Depth Interviews:

Conducting in-depth interviews with Muslim women in Manitoba to gather qualitative insights into their personal experiences, perceptions, and challenges related to employment. This approach allows for a deeper exploration of individual narratives, cultural nuances, and the impact of religious identity on the employment journey.

b. Focus Group Discussions:

Organizing focus group discussions with Muslim women to encourage group dynamics and uncover shared experiences. These sessions will provide a platform for participants to express common challenges, identify cultural patterns affecting employment, and discuss potential solutions.

c. Stakeholder Interviews:

Engaging with key stakeholders including community leaders, religious leaders, and employment service providers to gain a holistic understanding of the support structures and barriers that exist for Muslim women in the employment sector. This component will help identify community-specific resources and perspectives.

2. Quantitative Data Collection:

a. Surveys:

Distributing surveys among a diverse sample of Muslim women in Manitoba to quantify key aspects of their employment experiences. The survey will include questions on education, employment history, perceived discrimination, and access to opportunities, providing statistical data for analysis.

b. Employment Records Analysis:

Collaborating with employers and relevant agencies to analyze anonymized employment records. This quantitative approach will offer insights into employment patterns, wage gaps, and potential biases in hiring and promotions, contributing to a data-driven understanding of systemic challenges.

Integration and Analysis:

The qualitative and quantitative data will be analyzed concurrently, allowing for a triangulated approach to validate findings and draw comprehensive conclusions. Integration of the two data components will provide a holistic understanding of the challenges faced by Muslim women in Manitoba, enabling the development of targeted interventions and policy recommendations.

Community Engagement:

Throughout the project, maintaining active engagement with the Muslim community in Manitoba is crucial. Regular updates, feedback sessions, and collaboration will ensure that the research findings accurately reflect the community's perspectives and needs.

Ethical Considerations:

Prioritizing participant confidentiality, informed consent, and cultural sensitivity in all aspects of data collection and analysis.

Expected Outcomes:

The project aims to generate actionable insights and recommendations to inform policies and initiatives that address the employment challenges faced by Muslim women in Manitoba, fostering a more inclusive and equitable work environment. By employing a mixed-methods

approach, this research project seeks to bridge the gap between qualitative experiences and quantitative trends, providing a comprehensive foundation for informed decision-making and positive social change.

QUALITATIVE DATA ANALYSIS:

THE IN-PERSON FOCUS GROUP AND THE VIRTUAL FOCUS INTERVIEW

To learn more about employment opportunities and sustainability for Muslim women in Manitoba, two separate focus groups were held. One of the focus groups was held in-person at the HMF office and the other was conducted virtually via Zoom. In total eleven people participated, four of whom participated in the online session and seven of whom joined the in-person group. The decision to include an online focus group was motivated by the goal of ensuring easy accessibility for women facing transportation challenges, with convenience, comfort, and flexibility as top priorities.

To publicize the focus groups, various announcement strategies were used, including WhatsApp messages, word-of-mouth, personal contacts, and announcements made at Healthy Muslim Family events and within the Bilal Mosque community.

The participant pool consisted of people looking for employment and long-term career opportunities. One participant was a student, and some others worked as volunteers for different organizations or events. Notably, one participant had a legal background and had previously worked as a lawyer in their home country, others had master's degrees, and some were stay-at-home moms who said they wanted to work.

We asked participants three key questions during each focus group session to explore their job search experiences in Manitoba. The following questions were posed:

1. ***“How would you sum up your job search experience in Manitoba?”***
2. ***“What kind of assistance, if any, did you look for or receive while looking for work after moving to Canada?”***
3. ***“As a Muslim woman, what has your experience been like looking for a job in Canada?”***

As the participants responded to the meaningful discussions, several key themes came to light, including:

Job Opportunities and Ease of Finding Work

One participant claims that the job market does not reflect the status of newly arriving immigrants, ***“What I’m emphasizing again, and again, is that the job market is not aligned with the immigration system.”***

“At least give them this opportunity to get into the job market,” said one participant regarding the difficulties in finding work or job opportunities.

Another participant elaborated further on the potential causes of obstacles to employment opportunities, ***“I just want to say something, there is discrimination among people, but the government should always be equal.”***

Focus group participants expressed concerns about the job market's misalignment with the immigration system, emphasizing how it does not accurately reflect the status of recently arrived immigrants. They emphasized the importance of providing opportunities for newcomers to enter the labour force. As previously stated, one participant argued for equal opportunities, stating that while there is discrimination among people, government bodies should always strive for equality. These revelations highlight the importance of addressing systemic issues and

promoting inclusivity in employment practices, as well as shedding light on the challenges that Muslim women face during their job search processes.

Challenges for Immigrants in the Job Market

It can be difficult for immigrants to navigate the job market and requires a lot of effort and striving action. As one participant pointed out, ***“I do agree, it’s not easy at all. It takes lots of time, energy, money, plus the right guidance.”*** Their words effectively capture the difficulties faced by immigrants and emphasize the necessity of comprehensive support systems to promote successful insertion into the workforce.

Many aspects of our lives, including our professions, change dramatically when we relocate to a new country. As one participant expressed, ***“Some planning, what I feel is there is no proper planning ... planning should be there for such people coming over here.”*** Another participant added to the discussion, ***“... because we are also making changes in our lives like we are changing our professions. And that is not easy.”***

This viewpoint emphasizes the additional difficulties immigrants encounter when attempting to make a name for themselves in the labour market, highlighting the necessity of adequate preparation and support systems to ensure a smooth transition. It is essential to understand the complexity involved and offer the tools and advice required to assist immigrants in navigating these career transitions successfully. ***“We need the connections, we need the support.”*** Added another participant.

The realization that one participant had as they thought about their job search was that, ***“Probably because I’ve been applying to wrong places like the retail services and using the same resume everywhere.”*** This acknowledgment highlights the significance of targeting employment applications and customizing resumes for particular roles, as well as how, with the right help this mistake could have been avoided.

Additionally, another applicant who ran into a similar situation demonstrated this, ***“I applied for some retail options. I got a response that I was overqualified for a certain position because I was using the same resume. Right. So yeah, that was one of the negative responses ... (I applied) because I need that job to support my education.”***

Need for Better Support and Programs

Possessing references and developing strong relationships can have a big impact on job opportunities. As one participant highlighted, ***“But references do work here. The strong connections you have with people that give a boost to your employment. I had friends who gave references to me. And that worked.”***

These personal accounts highlight the importance of networking and using personal connections to find work in a foreign country. Participants also emphasized the necessity of inclusive plans and programs to assist newcomers, ***“Once you are bringing people over here, this should be something (offered), some plans some programs accordingly.”***

This statement emphasizes the significance of putting in place organized support systems to aid newcomers in their efforts to integrate and find employment.

Participants shared their interactions with Manitoban organizations that helped them with different facets of their job search. One participant shared, ***“Manitoba Start just helped me, you know, building my resume and other things, but never followed up.”*** This underlines the significance of ongoing guidance and follow-up in addition to initial support for successful job market integration.

Participants further emphasized the necessity of providing newcomer-specific guidance. As one participant said, ***“And I think if you guys can do something for the newcomers, first thing ... just guide them about the job market.”*** The statement emphasizes the value of offering newcomers specialized assistance and knowledge so they have the tools and resources they

need to successfully navigate the job market. Initial help is important, but ongoing assistance and direction are also crucial for newcomers to succeed in their job search.

Participants discussed the difficulties they encounter when speaking English as a second language and the effects it may have on their ability to communicate, ***“English is not our first language,”*** as one participant noted, ***“So our accents can never be same. As long as you’re able to communicate your point to the next person it’s ok. That’s the confidence we have to install.”*** This demonstrates the value of effective communication skills and the necessity of fostering personal confidence despite linguistic differences.

The discussions emphasized the critical part that interpersonal relationships and thoughtful programs play in helping newcomers find employment opportunities and achieve successful integration. We can work to create a more welcoming and inclusive environment for newcomers by acknowledging and implementing these factors. Participants also emphasized the importance of good communication skills over a perfect accent, recognizing that it's crucial to help people get over language barriers and develop confidence in their communication skills. We can foster an inclusive environment that enables people to succeed in their professional endeavours by putting a priority on effective communication and embracing linguistic diversity.

Cultural and Professional Adaptation

Participants emphasized how their new untainted labourer status made them perfect victims of corporate exploitation. One participant stated, ***“Maybe this is why they want us, like the immigrants to start from the ground floor.”*** Expressing such belief emphasizes how participants viewed both themselves as malleable, willing workers and their superiors as moulders eager to take advantage of such willingness, creating cheap labour.

Participants discussed the overwhelming way in which they are expected to absorb new information and adapt as workers:

One participant said, ***“They want us to come and just like a baby to learn each and everything like baby steps.”*** This highlights the unreasonable expectations they faced and their frustration concerning them.

Participants emphasized the importance of expanding communicative efforts with peers. One participant said, ***“Networking is something, that is the key if you want to get into a profession. Networking is the key if you want to connect to anyone in any organization.”*** This statement describes how communication allows for greater professional success, while also hinting at the difficulty for some to accomplish this.

The process of adjusting to a new culture and career can be difficult for immigrants. ***“We need five years to get adapted to the country with our kids. Once you just get out of all that headache, and you raise your head up, we are told okay, sorry, you are Canadian, you don’t deserve any program,”*** said one participant. This claim highlights the significant time and effort needed to adapt to and navigate a new culture. Additionally, employment services are only for Permanent residents but if the woman is busy with child rearing and receives a Citizenship status, then she does not get employment services.

Participants did, however, also discuss how they overcame these difficulties and embraced new opportunities. ***“I started learning French”,*** said one participant. ***“And I made friends and connections in that as well. And that helped me a lot. So now I’m, from Canadian point of view, bilingual, as in like, I can speak English and French. And that’s an additional, you know, that’s add to your resume.”*** This emphasizes the significance of linguistic and cultural adaptation as well as the importance of learning new skills to improve career prospects.

Discrepancies in the Recognition of Foreign Qualifications

Participants discussed the difficulties they had in their job searches, particularly the need for references and Canadian work experience. ***"I was unemployed because I applied everywhere, but I wouldn't receive any calls from anywhere because of references,"*** one participant said. ***"Though I fit in that criteria, like whatever the requirement is, I would make each resume according to it, it was a really hectic task. For each job you are making a separate resume, as per the requirements."*** This emphasizes how challenging it is to find work without the required references and how time-consuming it is to customize resumes for each job application.

Participants likewise acknowledged the difficulty of not having Canadian experience, which is frequently a requirement. According to one participant, ***"The first thing they ask you is your Canadian experience. Obviously, I don't have any Canadian experience."*** This demonstrates the additional challenge faced by immigrants trying to break into the job market, as Canadian experience is frequently given preference.

Participants discussed their perspectives on their skills and prior employment, ***"I have the (foreign credentials) evaluation, but I am not focusing on that point here because I don't want to struggle for a new job again. Even being qualified enough, I don't want to go through that struggle again,"*** said one participant. This draws attention to the individual choice to value stability over the difficulties of finding a new job in their own field of education, despite having the necessary credentials.

Another participant discussed their overseas teaching experience, saying, ***"My experience was international experience. I was in Saudi Arabia for around 15 years, and I was a primary school teacher over there. So, my job is very related to this current job. So, I got a good job here, too."*** They also expressed their thoughts on the importance of confidence in the Canadian job market, saying, ***"It's my opinion only, you know, here in Canada, I saw that, what you are and how much qualified you are in your back home, it doesn't matter here. Here, you know, your confidence level should be high, they'll hire you. That's my***

opinion." This emphasizes the significance of self-assurance and how it can influence the hiring process in Canada, regardless of one's background or qualifications.

We can create a more inclusive and empowering environment for all individuals seeking employment opportunities by taking these factors into account and assisting newcomers in developing their confidence and navigating the job search process.

Limited Opportunities and Competition

Participants addressed the difficulties they ran into when looking for opportunities in their specific fields. **"They sent me a letter,"** one participant remarked when sharing their experience. **"There are limited seats only, like maybe eight or ten seats available. Preference is given to the graduates here, right, not the international medical graduates. So, it's so hard."** This demonstrates how difficult it is for international medical graduates to find employment due to the shortage of positions and medical resident programs and the preference given to local graduates.

Another participant explained, **"I'm not saying that we are expecting a lot as an immigrant, obviously, we are not from this country. So, we have some limitations. But some planning should be there for such people coming over here."** This underlines the significance of thorough planning and support systems to help immigrants overcome obstacles and realize their full potential in their new nation.

Positive changes have, however, recently taken place. The participant expands, **"I would say now I see there are certain groups coming up, who are helping students, they are community WhatsApp (social) groups where they promote jobs, and they promote employment to students. And that's now getting better. But still, from government facilities. I do not find that assistance."**

It's encouraging to see these initiatives taking off and making things better. Even though these support groups are helping, the participant also mentions the lack of assistance from government agencies, which is an issue that still needs to be addressed.

Emotional Impacts and Personal Struggles

Muslim women seeking employment experience significant emotional effects and personal challenges. As stated by one participant, ***"I cried a lot, because I tried to be in the field related to my profession, like master's program. I also tried to get into the physician assistant program, but I didn't get the chance to do the physician assistant program as well."*** These encounters can be demoralizing and frequently engender feelings of dread and uncertainty.

The participant added, ***"I was really scared at that point.... he's just directly pointing out and saying that this is the way you have to be ... that's something which I experienced."*** Such encounters that question and challenge Muslim women's identities and the way they present themselves, may be detrimental to one's well being and deter people from dealing with situations like these in the future.

It is clear that these emotional and psychological struggles have an impact because the participant said, ***"I do not prefer going out with such experiences."*** It emphasizes the need for a more welcoming environment that supports them and acknowledges the particular difficulties Muslim women face when looking for employment.

A participant furthermore shared their own experiences with discrimination, saying, ***"I faced a lot of discrimination. And I don't want my kid to get discriminated or bullied over here."*** These experiences not only have an impact on the individuals, but they also raise questions about their loved ones' wellbeing and future prospects.

A different participant's viewpoint was expressed when they said, ***"I feel they feel challenged. or insecure. I don't know. They feel insecure of some other qualified person."*** This sentiment is in line with the unfortunate reality of discrimination and job insecurity faced by people.

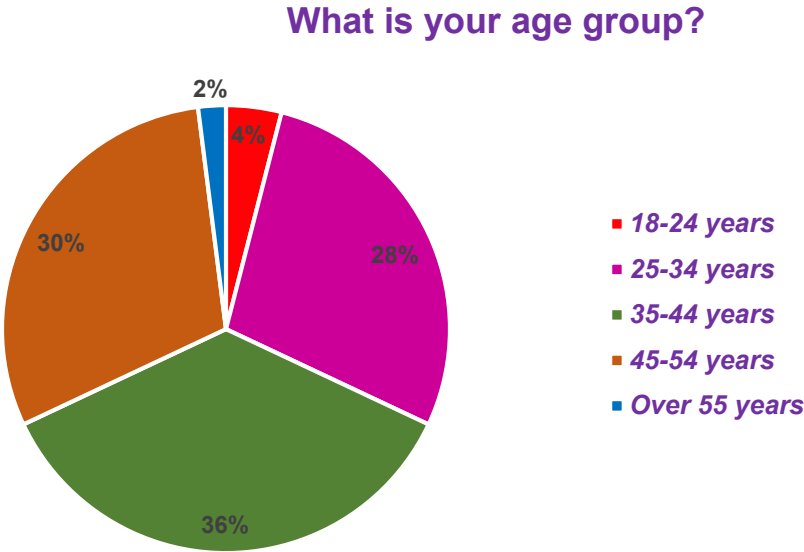
QUANTITATIVE DATA ANALYSIS: THE ONLINE SURVEY

Demographics

A detailed questionnaire was created to receive responses through the online survey. 50 responses were received that shed light on the demographics and the experiences of participants. The responses are below:

What is your age group?

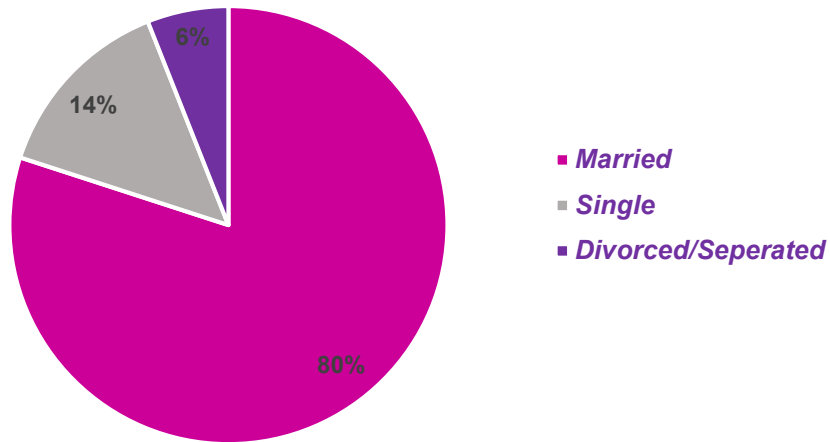
50 responses



What is your marital status?

50 responses

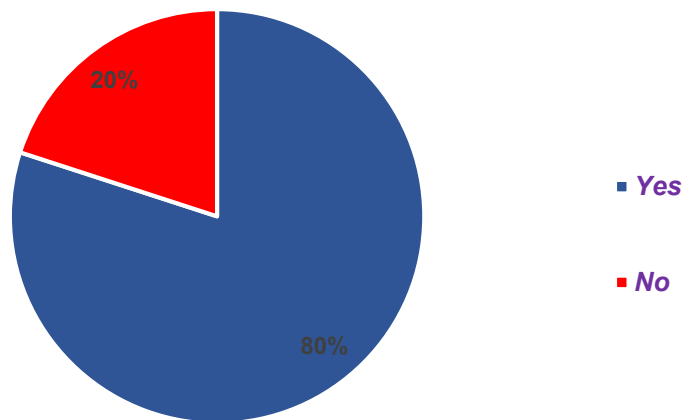
Marital Status



Are you a parent or a caregiver?

50 responses

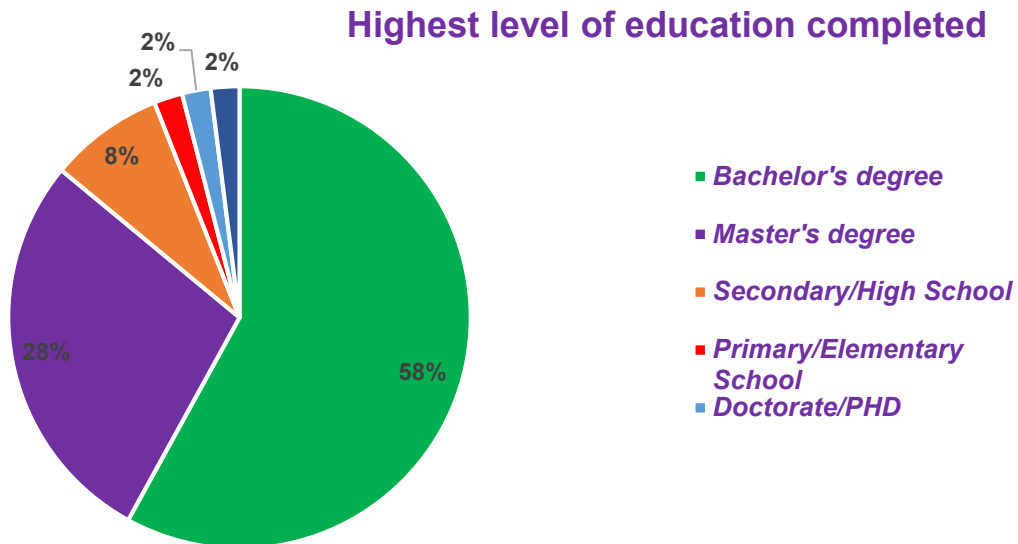
Are you a parent or a caregiver?



Employment and Qualifications

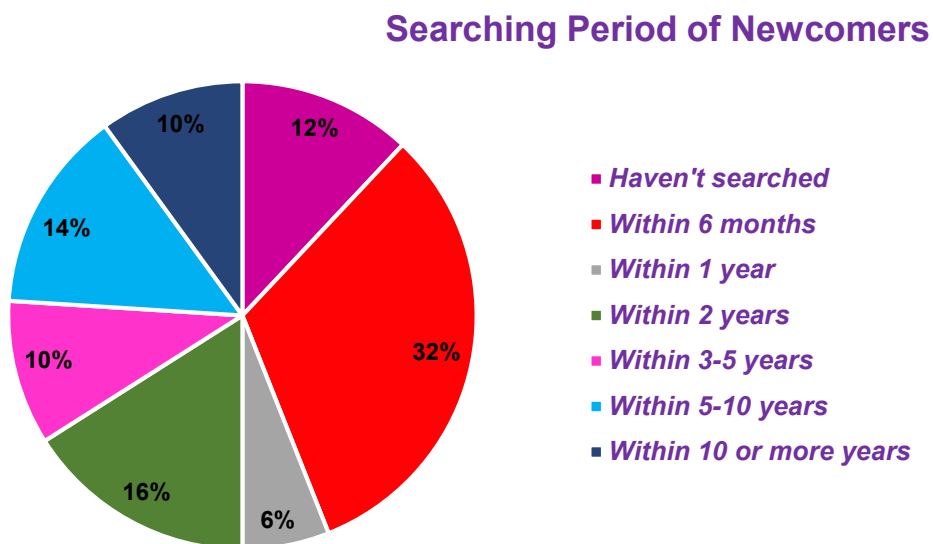
What is the highest level of education you have completed?

50 responses



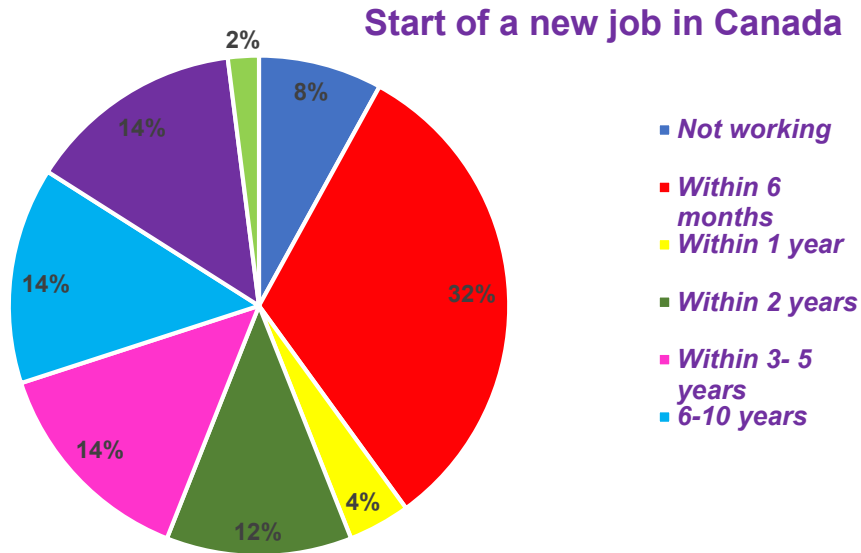
When did you start searching for a job when you arrived in Canada?

50 responses



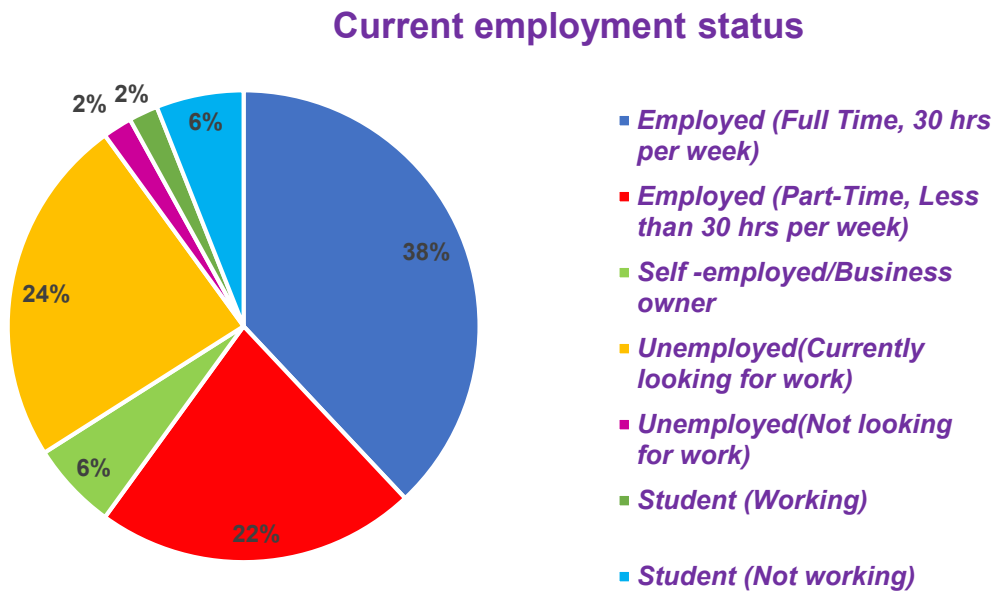
Please select when you started your first job in Canada?

50 responses



What is your current employment status?

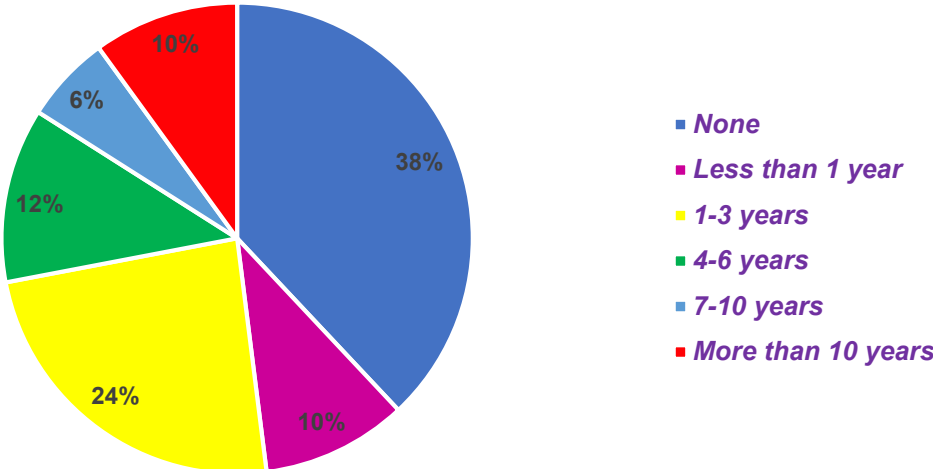
50 responses



How many years of experience do you have before coming to Canada?

50 responses.

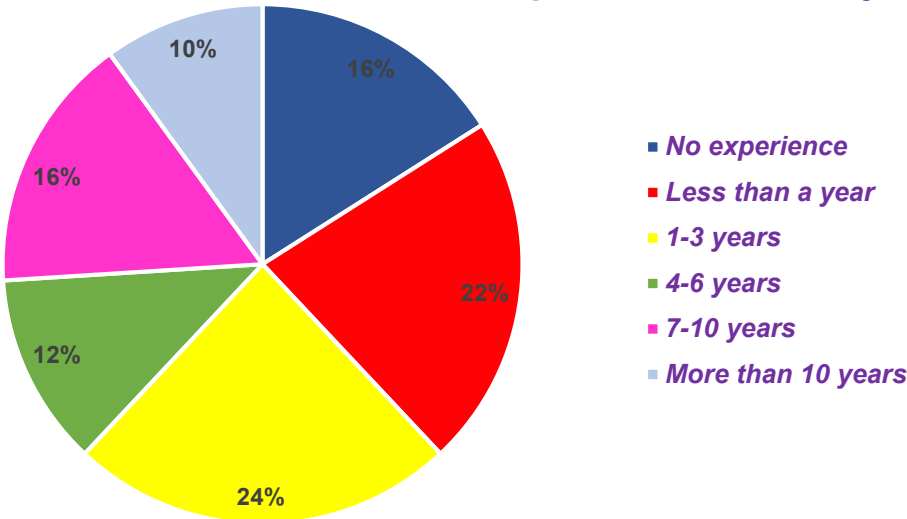
Years of work experience outside Canada



How many years of experience do you have in your current job?

50 responses

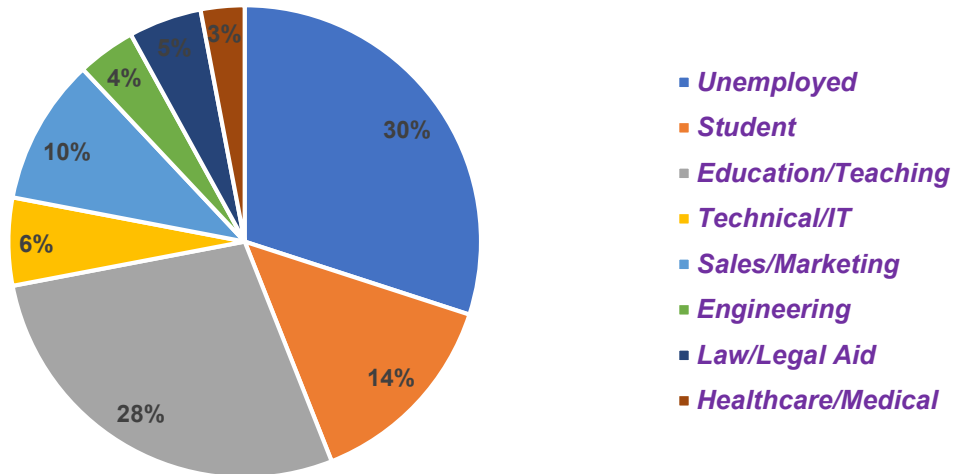
Years of experience in current job



What was your previous job before arriving in Canada?

50 responses.

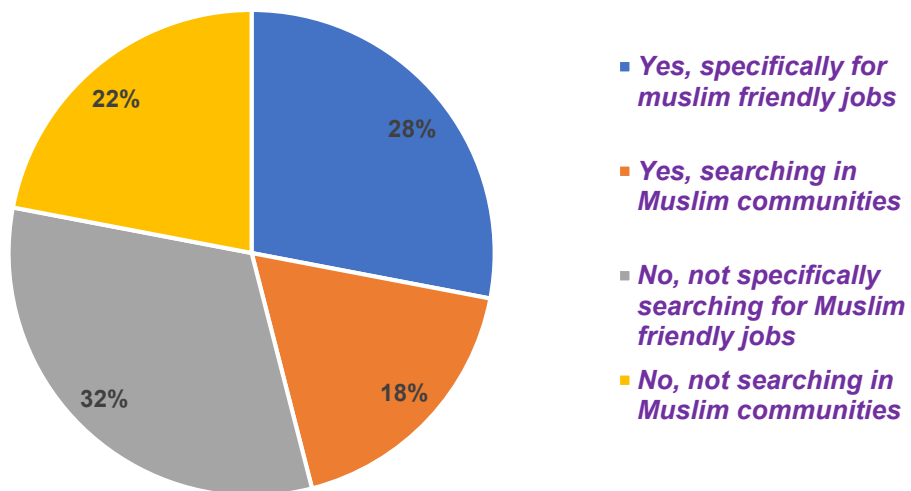
Previous Job before arrival in Canada



Are you actively seeking jobs in Muslim-friendly communities, jobs and circles?

50 responses

Job search in Muslim friendly communities



THE IMPORTANCE OF INTERSECTIONALITY IN ADDRESSING UNEMPLOYMENT CHALLENGES FACED BY MUSLIM WOMEN IN MANITOBA, CANADA

INTRODUCTION

The employment landscape is complex and multifaceted, shaped by various intersecting factors such as gender, religion, ethnicity, and socio-economic background. For Muslim women in Manitoba, Canada, the challenges they face in securing and sustaining employment are intricately linked to their unique intersectional identities. Recognizing the importance of intersectionality is crucial in developing targeted interventions and policies that address the nuanced and interconnected nature of the barriers they encounter.

INTERSECTIONALITY DEFINED

Intersectionality, a concept pioneered by Kimberlé Crenshaw, emphasizes the interconnectedness of various social identities and the overlapping systems of discrimination that individuals may face. In the case of Muslim women in Manitoba, their experiences are shaped not only by their gender but also by their religious identity, cultural background, and potentially other factors such as racial or immigrant status.

AN INTERSECTIONAL LENS ON UNEMPLOYMENT CHALLENGES:

Gender and Religion

Muslim women may encounter gender-based discrimination, limiting their access to equal employment opportunities. Simultaneously, their Islamic identity may contribute to additional challenges, such as stereotyping and cultural biases, further hindering their integration into the workforce.

Cultural Nuances

Intersectionality allows us to consider the impact of cultural factors on unemployment challenges. Muslim women may face unique cultural expectations or restrictions that affect their career choices and professional development. These cultural nuances intersect with both gender and religious identity, shaping their employment experiences.

Educational Disparities

The intersection of socioeconomic background and educational opportunities can significantly impact employment prospects. Addressing educational disparities is essential, as Muslim women may face additional hurdles in accessing quality education due to various intersectional factors.

Immigrant Status

For Muslim women who are immigrants, the intersection of immigration status with gender and religious identity can compound challenges. Navigating the job market as a newcomer may involve overcoming language barriers, cultural adjustments, and recognition of foreign qualifications.

THE NEED FOR INTERSECTIONAL POLICIES

Inclusive Hiring Practices

Intersectional policies promote inclusive hiring practices that consider the unique experiences of Muslim women. This involves challenging stereotypes, eliminating biases, and creating environments that value diverse perspectives.

Cultural Competence Training

Employers and service providers should undergo cultural competence training to understand and address the intersectional challenges faced by Muslim women. This includes accommodating religious practices and fostering an inclusive workplace culture.

Community Support Initiatives

Intersectionality highlights the importance of community-based initiatives that address the specific needs of Muslim women. These may include mentorship programs, skill-building workshops, and networking opportunities tailored to the intersectional aspects of their identities.

RECOMMENDATIONS

Here are some recommendations based on the experiences of community members and government involvement concerning employment experience for Muslim women in Manitoba:

Re-evaluating the Foreign Credential Recognition Program

This program helps workers get acknowledgment for their foreign degrees, qualification certifications, and employment history in Canada. This program can be useful to Muslim women who have completed their education and work experience overseas. It assists them in exploring the method of having their accreditations perceived equal, which may be required for gaining access to excellent job opportunities. The need is for easing the recognition requirements for Foreign credentials. If the credential recognition is onerous then Canada loses the potential and talent of so many immigrants who start working entry level jobs in different fields.

Government programs and funding

Federal and Provincial departments in charge of matters relating to immigration and labour can provide a variety of resources and initiatives that can be helpful for Muslim women who are newcomers to Canada. Services such as information on employment, settlement services, language learning, and more need to be funded well. The websites of such agencies should provide useful information on accessible programs and services. Recognizing that culturally safe and culturally relevant services are required that Muslim women can access, there needs to be more funding for community organizations that are immigrant and women led so that they cater to the needs by understanding the nuances and intersectionality of Muslim women.

Employment Service Organizations

Employment and Settlement support organizations like Manitoba Start assist newcomers in locating employment and settling in Manitoba. They provide a variety of services, including networking opportunities, job search assistance, professional development workshops, and administrations specifically designed to meet the needs of recent immigrants. Muslim women can benefit from their aptitude for looking through job listings and interacting with employers. More opportunities to interact with Employers should be given to women that are looking for specific job areas like schools, daycares, community organizations, healthcare, and others.

Muslim Organizations

Muslim Organizations can provide resources and guidance to help Muslim women navigate the job search process. This includes the sharing of information about job openings, the provision of access to job boards and career sites online, and the provision of tips on effective job search strategies.

Mentors

By tending to common employment-related questions and fostering connections, mentors in the community can help Muslim women settle into work as newcomers and discover employment opportunities. Muslim women who have faced challenges can help other women by shadowing and volunteering with them. Mentors can help interface with professionals in the community, and other individuals within the community who can offer supportive experiences and direction on work opening and workshops.

Specific Job Boards

Access to job boards, online platforms, and other resources tailored specifically to Muslim women looking for work is possible. Job postings, industry-specific resources, and details on businesses and groups that support diversity and inclusion can all be found here if set up with proper planning and development.

Mainstream Organizations in Manitoba

Other organizations serving newcomers and Muslim women, can provide resources, workshops, networking events, and mentorship programs specifically tailored to Muslim women.

A wide range of Manitoba employers may be welcoming and helpful to Muslim women at work. Even though everyone's experiences vary, it can be beneficial to research businesses that value inclusion, equity, and diversity. Examine their websites, social media profiles, and employee reviews to learn more about their work environment and procedures. Muslim women can find work by networking with other professionals, attending career fairs, and searching online job boards.

CONCLUSION

Understanding and addressing the unemployment challenges faced by Muslim women in Manitoba requires an intersectional lens. By recognizing the interconnected nature of gender, religion, culture, and other factors, we can develop more effective strategies that promote equality, inclusivity, and empowerment within the workforce. Embracing intersectionality is not only a key to addressing the challenges faced by Muslim women but is also integral to building a more just and equitable society for all.

Several important themes demand our attention and action that are revealed by Muslim women's employment experiences. The desire for Muslim women to work and actively participate in society is evident, to start. However, thorough support systems are required for their successful integration into the workforce. The role of government organizations must be crucial if Muslim women are to succeed in the workplace. These organizations can offer direction and resources to aid in navigating the complicated world of employment and educational requirements. Muslim women can be guided toward appropriate career pathways that match their skills and aspirations by providing them with individualized assistance.

For many Muslim women looking for work, childcare is still a major concern. Families' understanding and support, along with convenient and affordable childcare options, are essential for Muslim women to successfully balance their work and family responsibilities. By taking care of these requirements, we can help remove roadblocks to their professional advancement.

Furthermore, it is crucial to foster compassion and understanding among administrators, governmental bodies, and the general public. To create a comprehensive and stable work environment, it is important to recognize the unique difficulties and obstacles that Muslim women may experience.

In summary, empowering Muslim women in the workplace necessitates a multifaceted strategy. We can foster an environment that values diversity, aids Muslim women in finding fulfilling work, and promotes their general success by collectively addressing these issues. Their victory can largely be attributed to empowering differences.

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