



Employment Profile of English Speakers in Gaspésie-Îles-de-la-Madeleine

Provincial Employment Roundtable

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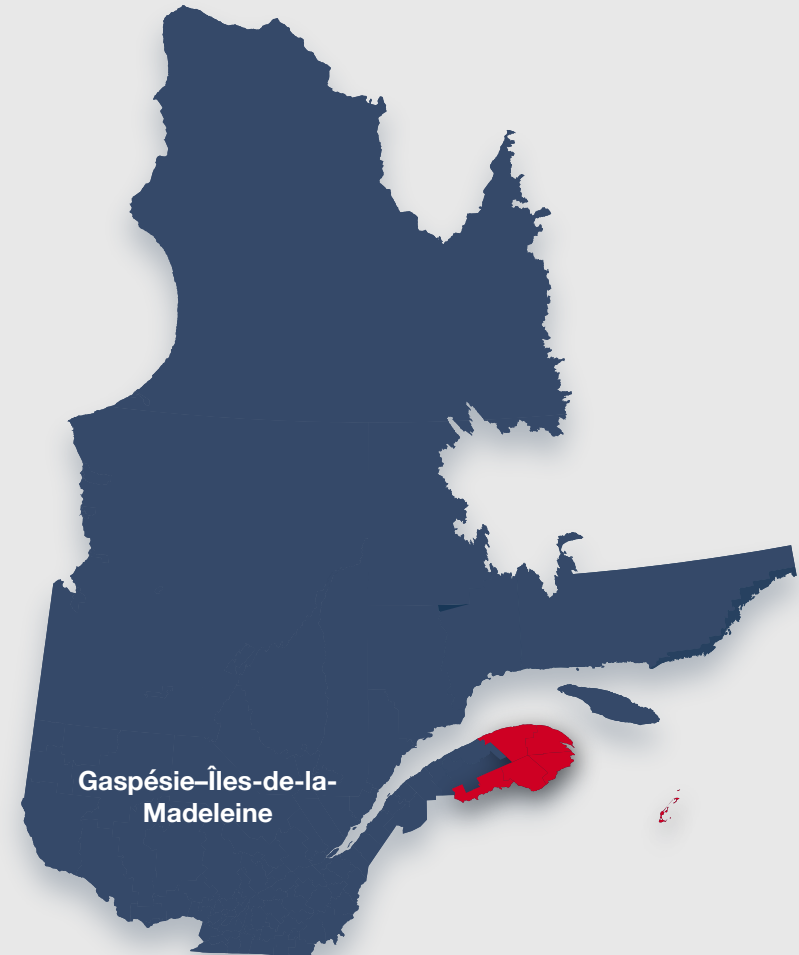
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Executive Summary

This report aims to contribute to the knowledge and understanding of the employment situation of Gaspésie-Îles-de-la-Madeleine's English-speaking communities, who are linguistic minorities in the region. It surveys the most current and comprehensive information on their demographic and labour force conditions. Topics covered include work activity, unemployment rate, income, and educational attainment of workers to provide a more holistic picture of English speakers' employment and employability.

In addition to examining the demographics and labour force of the region's English-speaking population, this profile also examines the key characteristics of the labour market and industries in which English speakers work. The profile concludes with identifying some of the employment challenges and issues for English-speaking workers in Gaspésie-Îles-de-la-Madeleine, as well as preliminary recommendations to help improve their labour market outcomes.



KEY FINDINGS:

- English speakers constitute 8.3% of Gaspésie-Îles-de-la-Madeleine's labour force, and they have a labour force participation rate of 51.2% compared to 54.2% among the French-speaking majority.
- English speakers in Gaspésie-Îles-de-la-Madeleine have an unemployment rate of 18.7%. This is higher than the unemployment rate of French speakers in the region (10.7%).
- English speakers earn a median after-tax income of \$31,000 and a median employment income of \$22,800. Compared to French speakers, they earn \$2,200 less in after-tax income and \$6,600 less in median employment income.
- Only about a third of English speakers are engaged in full-time employment (37.2%), compared to 43.1% among French speakers.
- 'Health care and social assistance' is the industry with the highest vacancies in the region. The top 4 leading industries for English speakers in Gaspésie-Îles-de-la-Madeleine are 'Agriculture, forestry, fishing and hunting', followed by 'Health care and social assistance', 'Educational services' and 'Retail trade'. The top 4 leading industries for French speakers in Gaspésie-Îles-de-la-Madeleine are 'Health care and social assistance', followed by 'Retail trade', 'Manufacturing' and 'Agriculture, forestry, fishing and hunting'.
- There are vulnerable groups within the English-speaking labour force, including English-speaking youth, mature workers, women, visible minorities, and immigrants who tend to face higher unemployment rates or lower employment incomes.

RECOMMENDATIONS:

Increased Funding for Work-Based Learning Programs: Include English speakers as a target underrepresented group in existing work-based learning programs for individuals with difficulties finding long-term employment or acquiring work experience within the region.

- English speakers should be included as a target group in programs that provide wage subsidies to companies that hire the long-term unemployed or those with minimal work experience, such as PRIIME¹ and IPOP.²
- Increased funding for employers and organizations to deliver English-language work-based learning and short-term training³ programs. Particular focus should be directed to work-based

learning programs that allow English speakers to gain both professional and French-language skills on-the-job.

- Prioritize bridging programs that facilitate the integration of qualified workers into in-demand occupations.
- Prioritize programs that focus on digital skills and other soft skills development.
- Prioritize programs aimed at integrating qualified workers into positions that best suit their specialized skill sets.

¹ PRIIME refers to Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (Integration of immigrants and visible minorities into employment). The program is designed to support integration into a first job with retention opportunities for newly-arrived immigrants and visible minorities in their field of expertise.

See Ministère de l'Emploi et de la Solidarité sociale. (2023, April 5). 5.10 – Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (PRIIME). Québec. https://www.emploi.quebec.gouv.qc.ca/guide_mesures_services/05_Mesures_prog_Emploi_Quebec/05_10_Programme_PRIIME/Guide_PRIIME.pdf

² IPOP refers to Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel (Integration into employment for foreign-trained professionals). The program is designed to provide support for professional transition of foreign-trained individuals who are in the process of obtaining their permit to find employment in their field of expertise.

See Ministère de l'Emploi et de la Solidarité sociale. (2023, April 17). 5.10 – 5.10.1 – IPOP : Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel. Québec. https://www.emploi.quebec.gouv.qc.ca/guide_mesures_services/05_Mesures_prog_Emploi_Quebec/05_10_Programme_PRIIME/5_10_1_IPOP.pdf

³ Short-term training programs (STTP) provide extensive training opportunities to new job seekers to help achieve valuable work experience and proficiency in the respective industries. See Gouvernement du Québec. (2023). *Short-term training program to become an orderly in CHSLD and senior housing*. <https://www.quebec.ca/en/education/health-social-services-training/short-term-training-program-become-orderly>

Industry-Specific French-Language Training: Provide funding to improve the delivery of workforce-oriented French-language training.

- Increase collaboration and coordination between stakeholders in the English-speaking community, Ministère de l'Emploi et de la Solidarité sociale, Ministère de l'Immigration, de la Francisation et de l'Intégration, the Ministère de l'Éducation du Québec and the Ministère de l'Enseignement supérieur to develop francisation interventions for English speakers.
 - Better promotion and increased access for employers to enroll in subsidized workplace French-language training.
 - Funding for regional organizations and adult education centres already serving English speakers to deliver workforce-oriented French-language training for priority sectors, including health care, social assistance, and the trades.

Targeted Employment Programs: Adapt and expand existing public employment services, skills training, and employment programs to include English speakers, who are an underrepresented group in the labour market.

- Adapt public employment services, employability programs, and complementary services to the needs of Mauricie's English-speaking communities by calling on the expertise of regional and provincial organizations that serve English speakers.
- Increase support for online and in-person English-language recognized skills training programs to reach a greater number of English speakers looking to access training opportunities within the region.
- Support employers in adapting practices to attract and retain experienced workers and those who belong to underrepresented groups, including English speakers.
- Review and improve the certification process for regulated jobs, particularly the French-language requirements that pose an undue barrier to qualified professionals.
- Develop measures to sensitize and support employers in hiring linguistic minorities in the workplace, including access to subsidies for French-language training.

English-language vocational training and postsecondary

education: Improve access to English-language vocational training and postsecondary education programs within the region.

- Increase availability of vocational training and postsecondary education opportunities within the region's English language school boards.
- Improve access to online and distance learning opportunities for English speakers in the region.

Tackle issues related to outmigration from the region: Strengthen partnerships with local organizations serving English-speaking communities to tackle outmigration and retention issues.

- Establish targeted programs for English-speaking youth in the region facing unemployment to connect them to training opportunities and employment opportunities.

Research Methodology & Considerations

This profile relies primarily on quantitative data from the 2021 Census of Canada.⁴ The profile uses 100% and 25% sample data from the 2021 Census. The 100% data is drawn from all populations in Canadian private households while the 25% sample data is drawn from the approximately 25% of Canadian private households who received a long form questionnaire. With the exception of the data in the Population section, the data in all sections of this profile pertains to individuals aged 15 and over in private households. The data in this profile is organized by Administrative Region and Regional County Municipality (RCM).⁵ Labour force characteristics are provided for English speakers and French speakers according to three main categories - age, gender and visible minorities. Key labour force characteristics are included at the end of each section for Indigenous English speakers, whose Census populations are sometimes too small to produce reliable data for all the labour force characteristics.

In some areas, the population sample sizes were too small to generate reliable data. We suppressed unreliable data for the variables of labour force participation rate, unemployment rate, low-income cut-off rate, median after-tax income, median employment income and average weeks worked. We suppressed the data for these variables when the population sample was 100 people or less and the calculations for these

variables resulted in a figure that was 0%, 100%, incalculable (i.e. 0/0), or unavailable from the source data. Otherwise, we have retained the data within the profile for general information, but suggest the reader utilize caution when interpreting figures for small populations.

Additional data is drawn from the Institut de la statistique du Québec and the Ministère de l'Économie, de l'Innovation et de l'Énergie in order to provide an economic overview of the region.

We also conducted semi-structured focus group interviews with individuals from organizations serving English speakers in the region in the month of May 2023 to identify key employment issues, challenges and skill gaps faced by English speakers in the labour market. The responses obtained from these interviews were analyzed and sorted thematically to identify common issues for English speakers in the region. All direct quotes are from transcripts of the recorded interviews. Some quotes have been lightly edited for clarity, without changing the meaning or intent of the speaker.

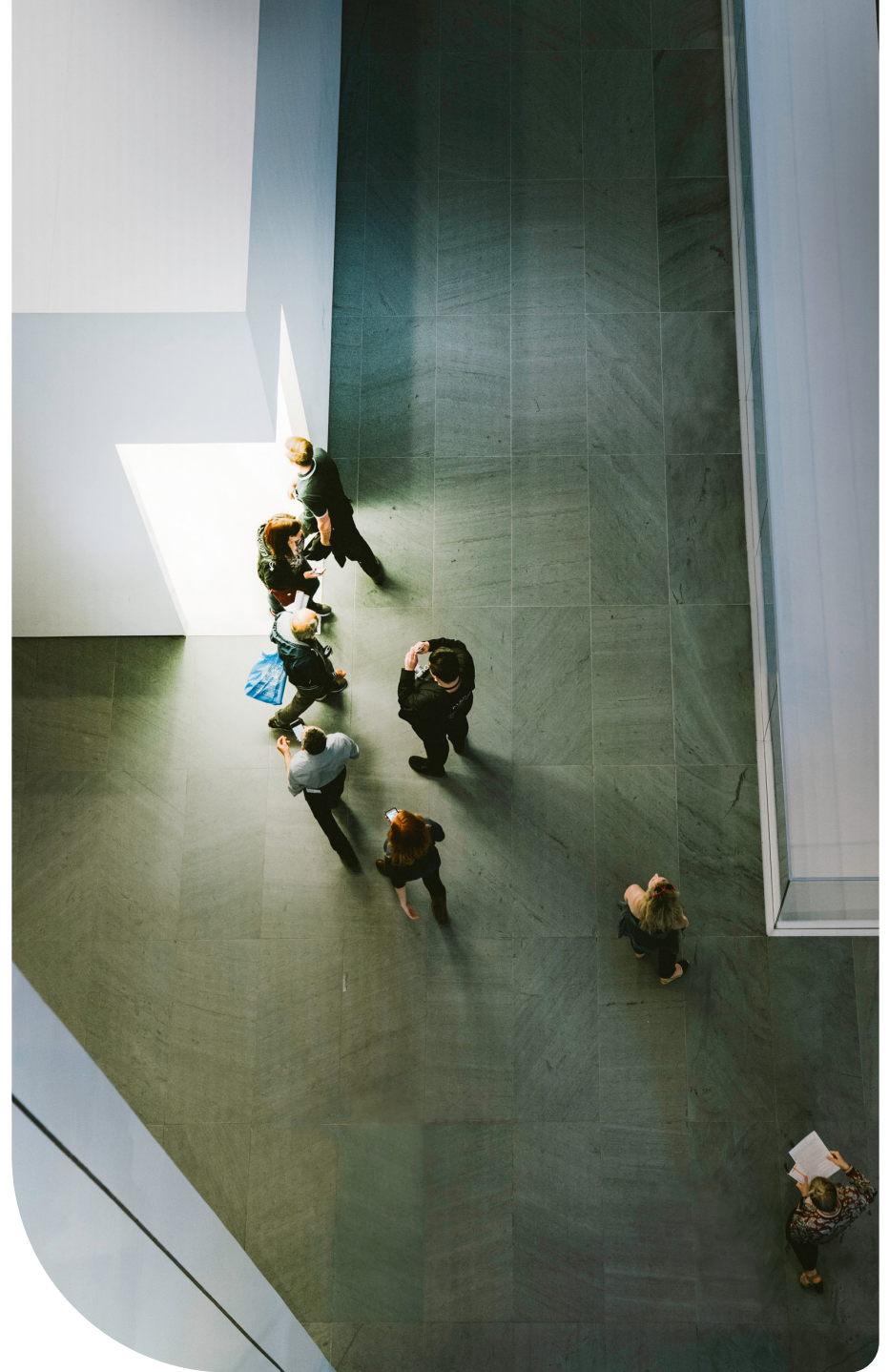
⁴ It is important to note that the reference year for the 2021 Census was 2020, during which the COVID-19 pandemic took place. Therefore, the labour force characteristics of Canadians were likely impacted by the pandemic. More recent data suggests some indicators, such as unemployment rate, have decreased across most communities in Québec. However, unemployment and earnings data for English speakers in Québec over the past 4 Censuses shows English speakers faring worse than French speakers in the labour markets of regions of Québec. The qualitative data collected from interviews with organizations in the regions indicates that labour market challenges for English speakers still persist in the region post-pandemic.

⁵ Census data is the primary and most comprehensive source of linguistic-based information on Québec's English-speaking labour force. The fact that this data is only available every 5 years is a considerable limitation for those who rely on linguistic-based data to make important decisions. There is a need for more frequent data collection and publication of data on the socio-economic status of linguistic minorities in Québec by Statistics Canada, the Institut de la statistique du Québec and relevant research networks.

Linguistic Population Considerations

Statistics Canada uses various methods to measure and classify official language speakers in the Census. In this profile, we use their First Official Language Spoken (FOLS) designation to measure the number of English speakers and French speakers in Québec. FOLS designation is a derived concept, taking into account a person's knowledge of Canada's two official languages, their mother tongue, and their home language (i.e. the language they speak most often at home). For individuals who fall into both English and French as their first official language category, we evenly divide them among the English FOLS and French FOLS populations.⁶

⁶ This method of counting English and French speakers is considered the most inclusive since it accounts for individuals who are plurilingual, as well as those who are not highly proficient in either official language but consider themselves more proximate to English or French, especially in terms of accessing employment and education services.



Definitions

The following section contains summarized definitions of variables and concepts that are used in this profile. Full definitions can be found in Statistics Canada's 2021 Census of Population Dictionary.⁷

After-Tax Income - refers to the total income of a person minus income taxes.

Educational Attainment - refers to the highest level of education that a person has successfully completed.

Employed - refers to a person who, during the reference week of May 2021, did paid work in the context of an employer-employee relationship, or who was self-employed.

Employment Income - refers to income that a person receives as wages, salaries and commissions from paid employment, including self-employment.

Indigenous - refers to people who identify as First Nations (North American Indian), Métis and/or Inuk (Inuit), and/or those who report being Registered or Treaty Indians who are registered under the Indian Act of Canada, and/or members of a First Nation or Indian band, according to Statistics Canada.

Industry - refers to a specific sector of economic activity engaged in by a given group. The industry data is produced according to the North American Industry Classification System 2017.

Labour Force - refers to all persons aged 15 and over who were either employed or unemployed during the reference week of May, in 2021.

Labour Force Participation Rate - refers to the proportion of the working-age population (aged 15 and over) who are either employed or actively seeking employment and are therefore considered to be part of the labour force.

Low Income Cut-Off (LICO) - refers to thresholds below which people would likely have devoted a larger share of their income than average to basic necessities such as food, shelter, and clothing.

Temporarily Employed - refers to a person who, during the reference week of May 2021, did paid work in the context of an employer-employee contract which has an end date as opposed to permanent employment where the work contract does not usually have an end date.

⁷ Statistics Canada. (2023, June 21). *Dictionary, Census of Population, 2021*. Canada. <https://www12.statcan.gc.ca/census-recensement/2021/ref/dict/index-eng.cfm>

Unemployed - refers to a person who did not have paid work during the reference week of May 2021, but had been actively looking for paid work in the last four weeks.

Visible Minority - refers to persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, according to the Employment Equity Act. In the Census, visible minority populations consist of the following groups: South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean and Japanese.

Work Activity - refers to whether or not a person 15 years or over worked in 2020. For those who worked, this refers to the number of weeks they worked for pay or in self-employment during the reference year, even if they only worked for a couple of hours.



Introduction

This profile provides an overview of the most current data available on the employment situation of English speakers in the Gaspésie-Îles-de-la-Madeleine region of Québec. The data included is primarily from the 2021 Canadian Census, which contains the most comprehensive information on the labour force characteristics of linguistic minority communities across Canada. Topics covered include the number of English speakers in the region's labour force, leading industries for English speakers, skills profiles of English speakers, unemployment rates, incomes, and work activity. The profile compiles the available data on English speakers' employment status with respect to their position as linguistic minorities in a majority French-language labour market. For this reason, most of the information presented in this profile is organized by the two linguistic categories of English speakers and French speakers.

This data is supplemented by information from qualitative interviews and surveys that were conducted with individuals from organizations that serve English speakers in Gaspésie-Îles-de-la-Madeleine. A brief discussion of the employment issues and challenges facing English speakers in the region is provided at the end, followed by preliminary recommendations to help improve English speakers' integration in Gaspésie-Îles-de-la-Madeleine's labour market.



Section 1

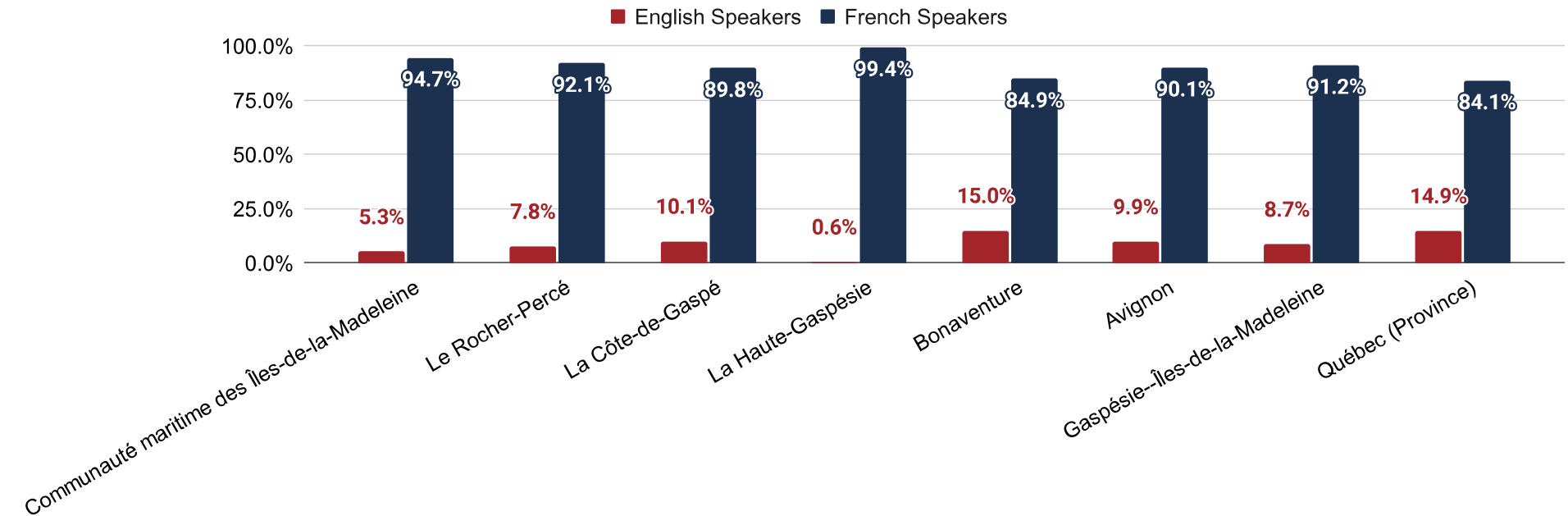
Population

Population

TOTAL POPULATION

Out of Gaspésie-Îles-de-la-Madeleine's total population of 88,530, there are approximately 7,738 individuals who are English speakers and represent 8.7% of the region's population.⁸ Among these small English-speaking communities, Bonaventure has the highest population share of English speakers with English speakers representing 15% of the RCM's population.

Graph 1: Share of Total Population of Gaspésie-Îles-de-la-Madeleine by RCM



⁸ The Listuguj First Nation did not grant permission for the 2021 Census to be administered on its territory. For this reason, the nation is not represented in the 2021 Census data. They were previously included in the 2016 Census (estimated at 1,514 persons), which may result in an artificial decline in population numbers in the region from 2016 to 2021.

⁹ Total population data is based on the population estimates of all private households that are derived from the 100% sample from the 2021 Census. All other data in this profile, including subsequent population data, is derived from 25% sample data from the 2021 Census.

Table 1: Total Population of Gaspésie-Îles-de-la-Madeleine by RCM

	English Speakers	French Speakers
Communauté maritime des Îles-de-la-Madeleine	663	11,873
Le Rocher-Percé	1,328	15,753
La Côte-de-Gaspé	1,763	15,658
La Haute-Gaspésie	65	10,800
Bonaventure	2,623	14,798
Avignon	1,303	11,893
Gaspésie-Îles-de-la-Madeleine	7,738	80,763
Québec (Province)	1,253,578	7,074,328

Population - Age Structure

Among both English speakers and French speakers, individuals aged 55-64 and 65+ tend to have the highest population shares. Within both linguistic communities, youth aged 15-24 tend to make up the smallest portion of the total population of most RCMs.

Table 2.a: Age Structure of Gaspésie-Îles-de-la-Madeleine's English-Speaking Population by RCM

	English Speakers						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Communauté maritime des Îles-de-la-Madeleine	5.8%	0.6%	0.8%	0.5%	0.7%	1.3%	1.3%
Le Rocher-Percé	8.2%	0.5%	0.6%	0.6%	1.0%	1.6%	3.0%
La Côte-de-Gaspé	9.2%	0.6%	0.7%	1.2%	1.1%	1.6%	2.7%
La Haute-Gaspésie	0.9%	0.0%	0.0%	0.0%	0.0%	0.2%	0.3%
Bonaventure	15.5%	1.2%	1.2%	1.7%	1.7%	2.8%	4.8%
Avignon	9.7%	0.8%	0.8%	1.5%	0.7%	1.6%	2.2%
Gaspésie--Îles-de-la-Madeleine	8.8%	0.7%	0.8%	1.0%	1.0%	1.6%	2.6%
Québec (Province)	14.9%	1.9%	2.3%	2.2%	2.0%	1.9%	2.2%

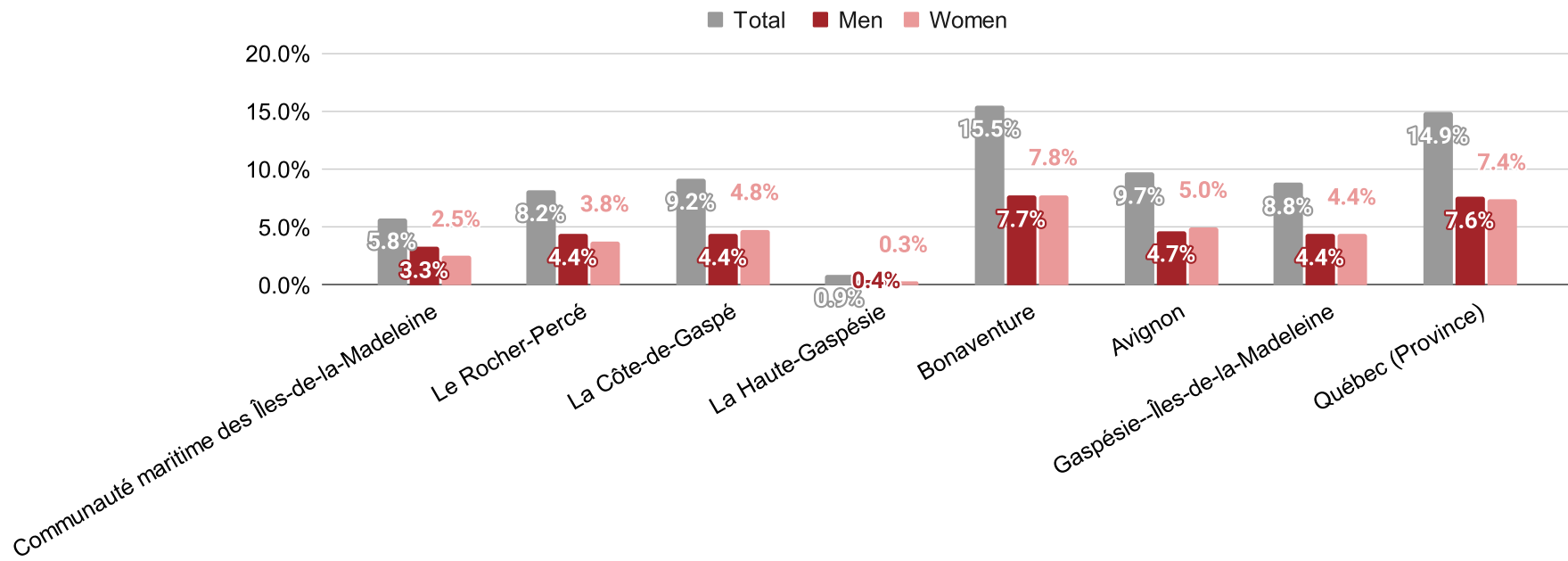
Table 2.b: Age Structure of Gaspésie-Îles-de-la-Madeleine's French-Speaking Population by RCM

	French Speakers						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Communauté maritime des Îles-de-la-Madeleine	94.2%	7.0%	9.0%	9.0%	12.4%	19.6%	26.3%
Le Rocher-Percé	91.7%	6.9%	7.4%	8.5%	12.1%	17.9%	28.9%
La Côte-de-Gaspé	90.8%	7.5%	9.1%	10.3%	10.5%	17.8%	22.7%
La Haute-Gaspésie	99.2%	6.9%	7.8%	10.6%	11.3%	19.5%	31.3%
Bonaventure	84.5%	6.4%	8.3%	8.3%	10.1%	15.6%	24.3%
Avignon	90.3%	7.3%	8.5%	9.8%	9.8%	17.1%	25.4%
Gaspésie--Îles-de-la-Madeleine	91.2%	7.0%	8.4%	9.4%	11.0%	17.8%	26.2%
Québec (Province)	84.1%	8.7%	10.4%	11.2%	10.3%	12.7%	16.7%

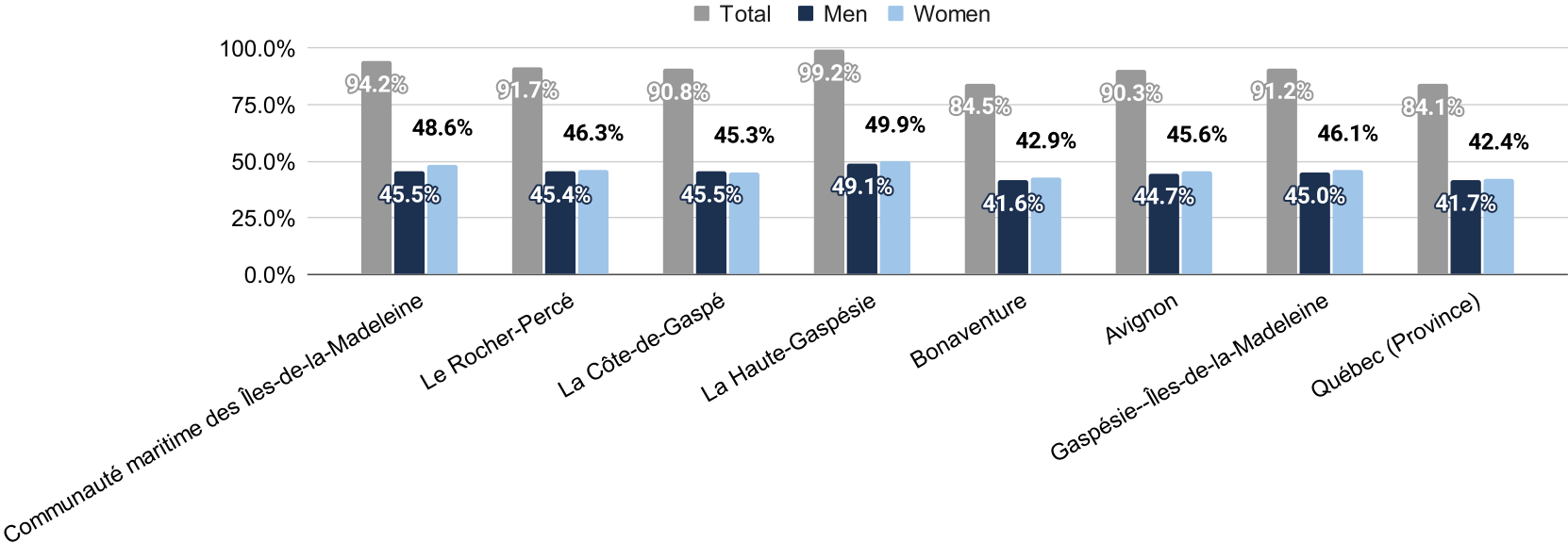
Population - Gender Structure

English-speaking men and women each represent 4.4% of Gaspésie-Îles-de-la-Madeleine's population, totalling 8.8%. Among French speakers, women represent 46.1% of the population, while men represent 45%.

Graph 2.a: Gender Structure of Gaspésie-Îles-de-la-Madeleine's English Speakers by RCM



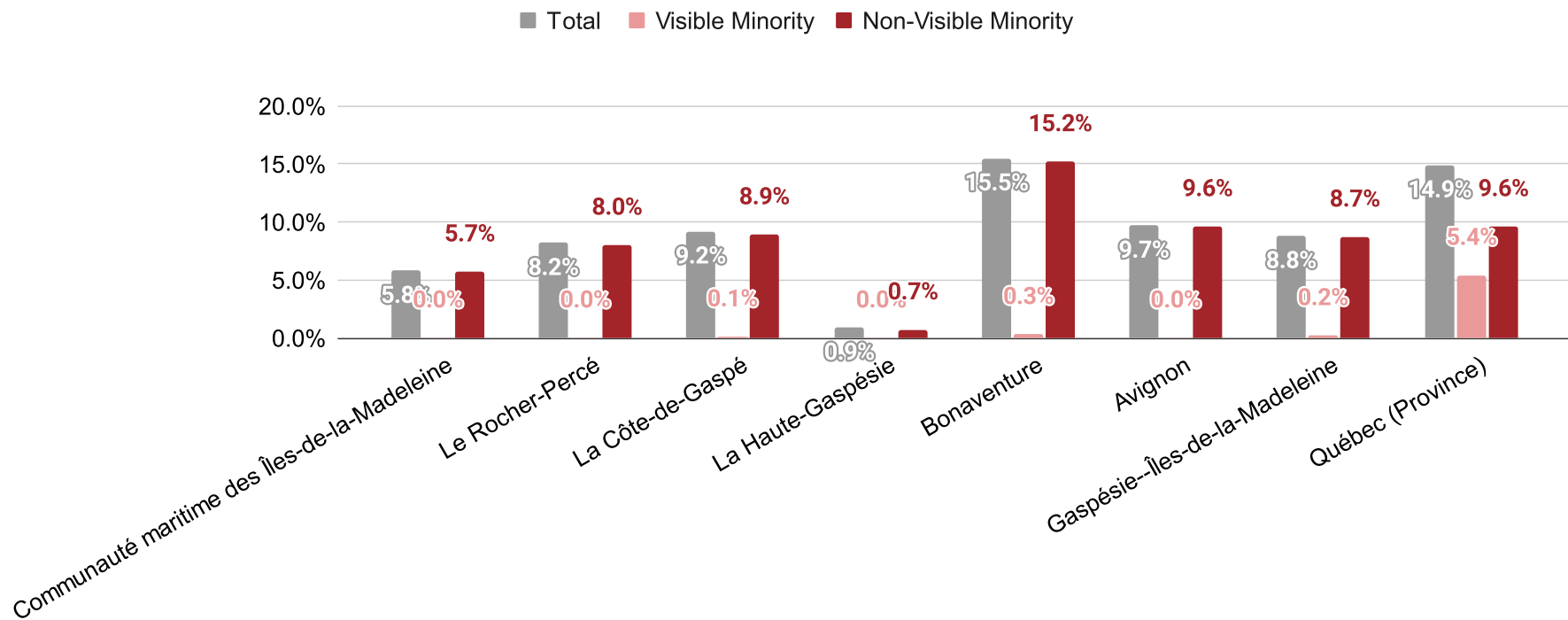
Graph 2.b: Gender Structure of Gaspésie-Îles-de-la-Madeleine's French Speakers by RCM



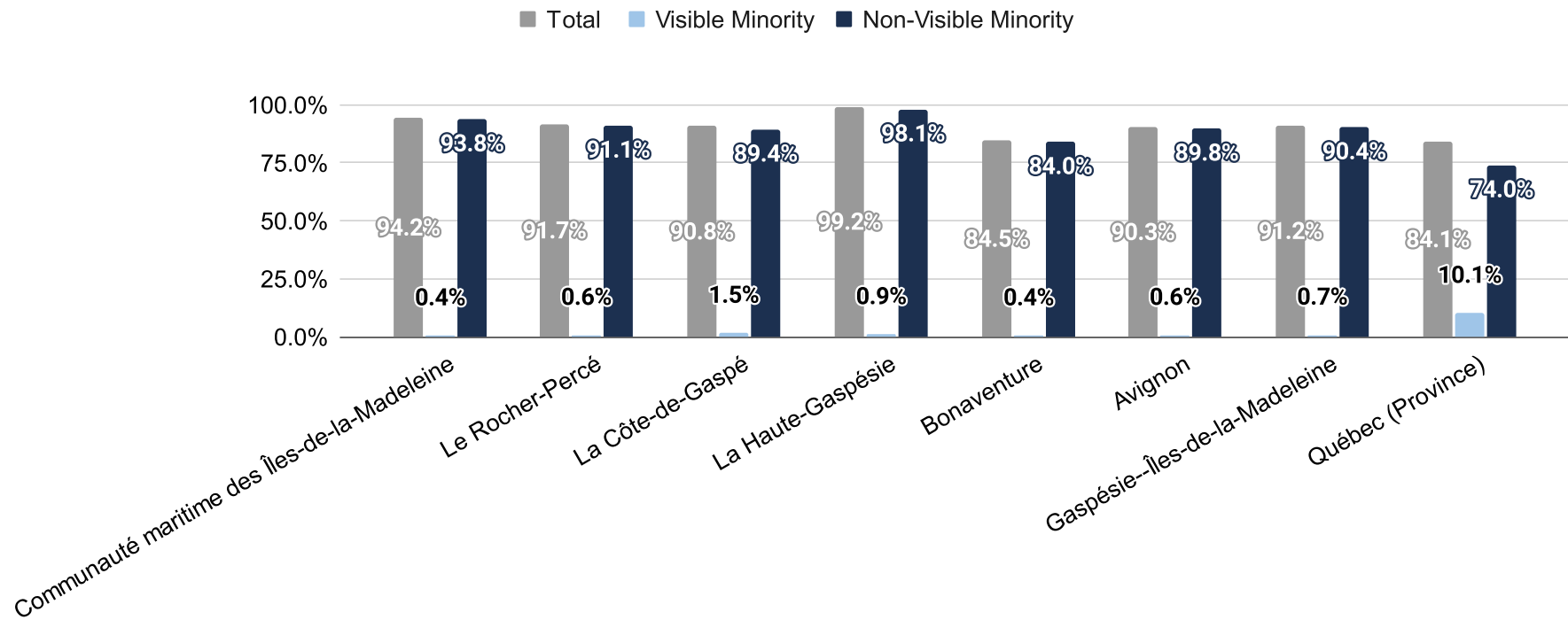
Population - Visible Minorities

English-speaking visible minorities represent 1.9% of the region's English-speaking population and 0.2% of the total population in the region. Among French speakers, visible minorities make up 0.8% of the French-speaking population and 0.7% of the total population. Bonaventure has the highest visible minority population share for English speakers (0.3%), while La Côte-de-Gaspé reported the highest visible minority share for French speakers (1.5%).

Graph 3.a: Visible Minority Structure of Gaspésie-Îles-de-la-Madeleine's English Speakers by RCM



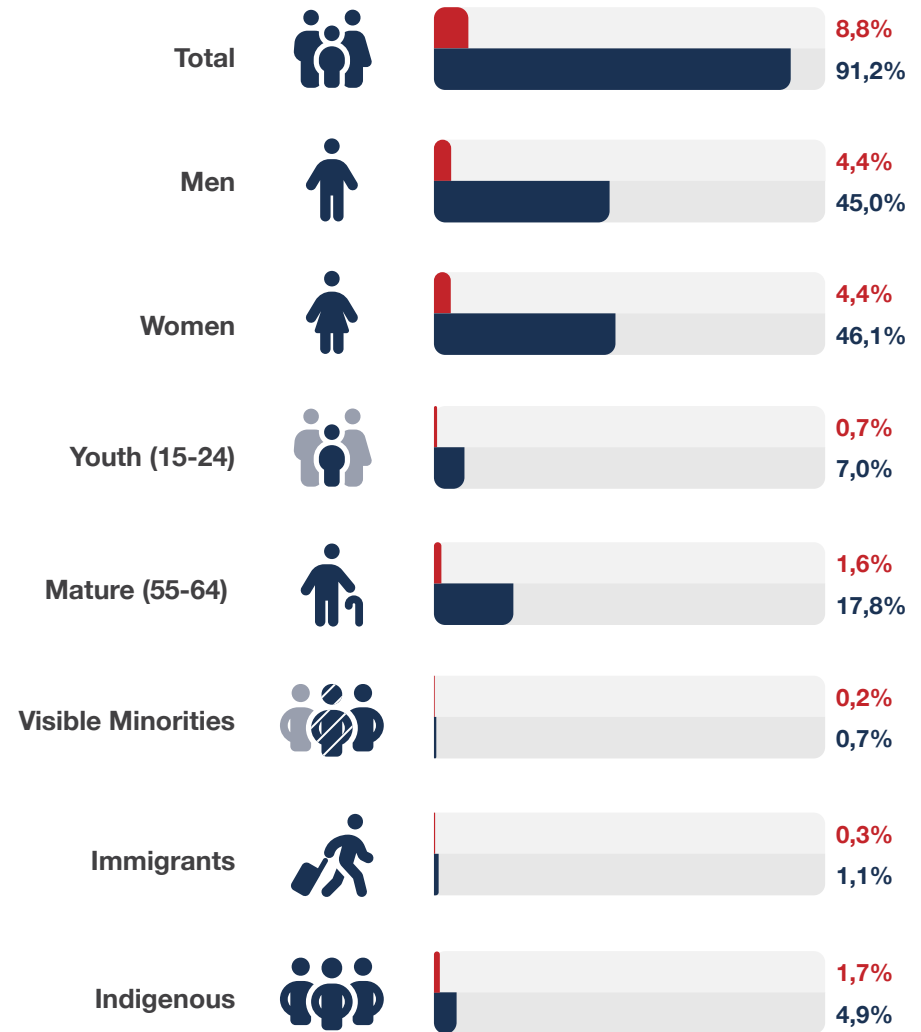
Graph 3.b: Visible Minority Structure of Gaspésie-Îles-de-la-Madeleine's French Speakers by RCM



Summary of Share of Total Population for English and French Speakers in Gaspésie–Îles-de-la-Madeleine

Share of Total Population¹⁰

Gaspésie–Îles-de-la-Madeleine



English Speakers French Speakers

¹⁰ The population data in this summary table is comprised solely of 25% sample data. Please see the Total Population section above for 100% sample data for the region's entire population



Section 2

Economic Background

Economic Background

Gaspésie-Îles-de-la-Madeleine is designated as a resource-oriented region, and its economy is mainly oriented towards the extraction of natural resources.¹¹

Major primary industries include forestry and fishing, and there are emerging enterprises in wind energy. The region is at the forefront of Canada's growing clean technology industry, with large-scale government investments recently made in Gaspésie's solar energy and wind energy sectors.¹²

The leading industry across Gaspésie-Îles-de-la-Madeleine is the service sector, which is also the main contributor to employment and economic development across all regions of Québec.¹³ A major subset of the service sector is the tourism industry. The tourism industry in the region did quite well in the summer of 2021 compared to the tourist season it had in 2020 which was one of their worst since 1996.¹⁴

In 2022, jobs in industries involving the extraction of natural resources accounted for 6.5% of jobs in the region compared to only accounting for 2.3% of jobs in the province.¹⁵ Manufacturing jobs accounted for

7.6% of jobs in the region compared to 11.4% of jobs in the province. In 2022, the percentage of jobs in the region's construction sector was 6.7%, which was the same percentage at the provincial level.

Gaspésie-Îles-de-la-Madeleine produces a small portion of Québec's economic revenue. In 2020, Gaspésie's gross domestic product (GDP) amounted to \$3.5 billion, which is 0.8% of the total GDP of Québec and the lowest GDP share among the regions.¹⁶ Gaspésie's GDP per capita was \$38,465, which is the 13th highest GDP per capita among all of Québec's regions.

¹¹ Hamelin, F. (2022). *Portrait économique des régions du Québec*. Ministère de l'Économie, de l'Innovation et de l'Énergie. Repéré au https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf; Ministère de l'Économie, de l'Innovation et de l'Énergie (2022, May 10). *Structure économique*. Québec. Repéré au <https://www.economie.gouv.qc.ca/pages-regionales/gaspesie-iles-de-la-madeleine/portrait-regional/structure-economique>

¹² Canada Economic Development for Quebec Regions. (2021, March 1). *Economic recovery will be green in Gaspésie region*. Canada. <https://www.canada.ca/en/economic-development-quebec-regions/news/2021/03/economic-recovery-will-be-green-in-gaspesie-region.html>

¹³ Ministère de l'Économie, de l'Innovation et de l'Énergie. (2022, May 10). *Structure économique*. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/gaspesie-iles-de-la-madeleine/portrait-regional/structure-economique>

¹⁴ Routhier, C. (2021, December 13). *Études régionales: Région administrative de la Gaspésie-Îles-de-la-Madeleine*. Desjardins. https://drive.google.com/file/d/1zw639NfdY3qz2xWFq_nMQr_lNeY-qum/view?usp=sharing

¹⁵ Ministère de l'Économie, de l'Innovation et de l'Énergie. (2022, May 10). *Structure économique*. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/gaspesie-iles-de-la-madeleine/portrait-regional/structure-economique>

¹⁶ Hamelin, F. (2022). *Portrait économique des régions du Québec*. Ministère de l'Économie, de l'Innovation et de l'Énergie. https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf

In 2020, the region had an economic development index¹⁷ of 80.1, ranking the lowest among the regions. It scored 3rd among the region on the labour productivity index¹⁸ with a score of 111.4 and scored 4.3 on Québec's industrial diversity index.¹⁹

Table 3: Economic Performance Indicators of Gaspésie-Îles-de-la-Madeleine

Economic Indicators (Gaspésie-Îles-de-la-Madeleine) ²⁰	Number	Rank Among Regions (Out of 17)
Economic Development Index (2020)	80.1	17 th
Gross Domestic Product (2020)	\$ 3.5 (Billions)	17 th
GDP per capita (2020)	38,465 \$	13 th
Labour Productivity Index (2020)	111.4	3 rd
Industrial Diversity Index (2021)	4.3	17 th

¹⁷ The Economic Development Index reflects the economic reality of the regions according to four themes: demographics, the labour market, income and education. An index greater than 100 indicates that the region has a level of economic development higher than the Québec average. The Economic Development Index is compiled by the Ministry of Economy, Innovation and Energy.

¹⁸ Gross Domestic Product (Nominal) per hour worked is used to measure labour productivity. An index greater than 100 indicates that the region has higher labour productivity than the Québec average. The Labour Productivity Index is compiled by the Ministry of Economy, Innovation and Energy.

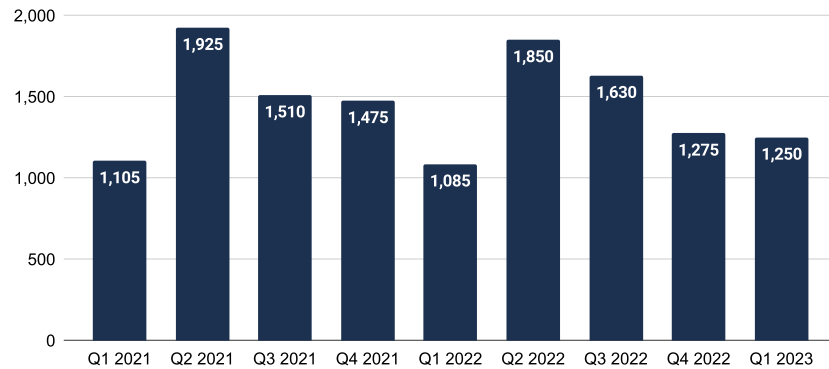
¹⁹ The Industry Diversity Index measures the similarity between the industrial structure of the region and that of Québec province. The closer an index is to 100, the more similar the region's industrial structure is to that of the province (highly diversified). Conversely, the closer an index is to 0, the more the region's structure differs from that of Québec. The Industrial Diversity Index is compiled by the Ministry of Economy, Innovation and Energy.

²⁰ Hamelin, F. (2022). *Portrait économique des régions du Québec*. Ministère de l'Économie, de l'Innovation et de l'Énergie. https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf

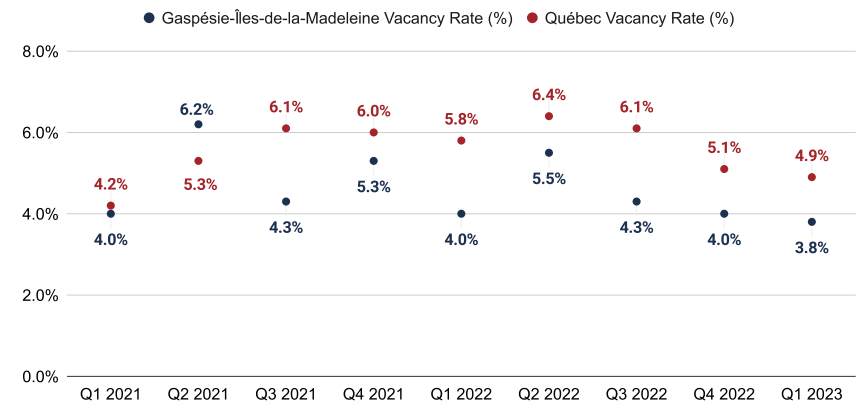
JOB VACANCY

Quarterly vacancy numbers,²¹ for Gaspésie-Îles-de-la-Madeleine were 1,105 in the first quarter of 2021, suggesting a recovery of the region's economy from the pandemic and the return of workers to the labour market. In the 1st quarter of 2023, Gaspésie-Îles-de-la-Madeleine had 1,250 vacant positions. This is higher than pre-pandemic vacancy numbers where Gaspésie-Îles-de-la-Madeleine had 900 vacancies in Q4 of 2020.

Graph 4.a: Total Job Vacancies in Gaspésie-Îles-de-la-Madeleine (Quarterly)²²



Graph 4.b: Job Vacancy Rate of Gaspésie-Îles-de-la-Madeleine (Quarterly)

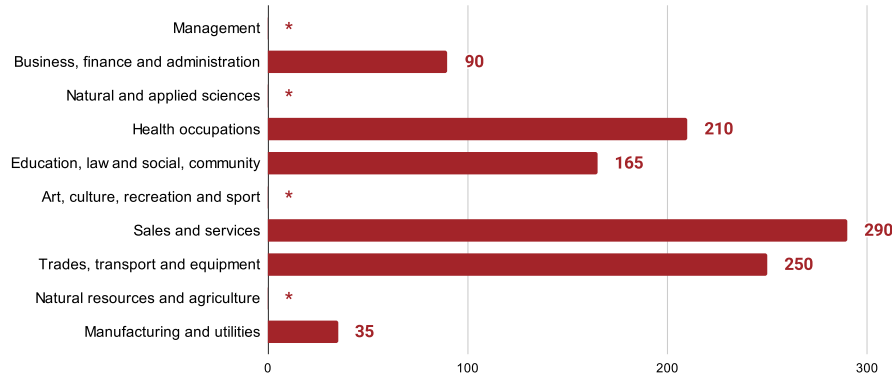


In the 1st quarter of 2023, Gaspésie-Îles-de-la-Madeleine had a vacancy rate of 3.8%, lower than the provincial vacancy rate of 4.9%.

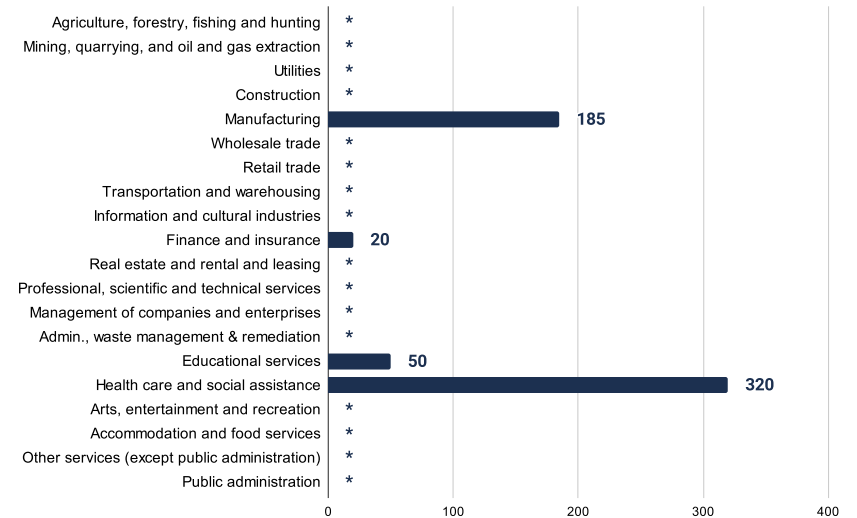
²¹ According to Statistics Canada, job vacancy rate is the number of job vacancies expressed as a percentage of labour demand (all occupied and vacant jobs).

²² Statistics Canada. (2023, June 20). 14-10-0325-01 Job vacancies, payroll employees, job vacancy rate, and average offered hourly wage by provinces and territories, quarterly, unadjusted for seasonality [Data Table]. <https://doi.org/10.25318/1410032501-eng>

Graph 5.a: Total Job Vacancies in Gaspésie-Îles-de-la-Madeleine by Occupation Level (Q1 2023)²²



Graph 5.b: Total Job Vacancies in Gaspésie-Îles-de-la-Madeleine by Industry (Q1 2023)²³



Job vacancy data for Q1 2023 shows that ‘Sales and services’ occupations lead with 290 vacancies. This is followed by ‘Trades, transport and equipment’ occupations with 250 vacancies, and ‘Health occupations’ rank third with 210 vacancies. This is compared to provincial vacancies, where ‘Sales and services’ occupations have the most vacancies (57,455), followed by ‘Trades and transport’ occupations (29,320), then ‘Health’ occupations (25,755).

When job vacancies are sorted by industry, it is found that there are job vacancies mainly in the ‘Health care and social assistance’ industry (320) and ‘Manufacturing’ (185). Similarly, at the provincial level, the ‘Health care and social assistance’ industry leads with 40,530 vacancies, followed by ‘Manufacturing’ (22,695) and then ‘Retail trade’ (21,110).

²¹ Statistics Canada. (2023, September 19). Table 14-10-0356-01 Job vacancies and average offered hourly wage by occupation (broad occupational category), quarterly, unadjusted for seasonality [Data Table]. <https://doi.org/10.25318/1410035601-eng>

²³ Some data do not appear in the graphs for certain occupations and industries. This is due to two reasons: 1) The data is deemed too unreliable to be published by Statistics Canada. 2) The data is suppressed to meet the confidentiality requirements of the Statistics Act. The occupations and industries that are affected by these limitations are presented with an asterisk in the graphs.



Section 3

Labour Force

Labour Force

Labour force participation is an important metric for understanding the levels of activity of individuals and communities in the labour market.

However, several factors must be considered when looking at labour force participation figures, including:

- The proportion of individuals in the labour force who are unemployed.
- Cyclical conditions and the time of year when labour force data is collected.
- The types of occupations that employed individuals have.
- The income that individuals are earning.

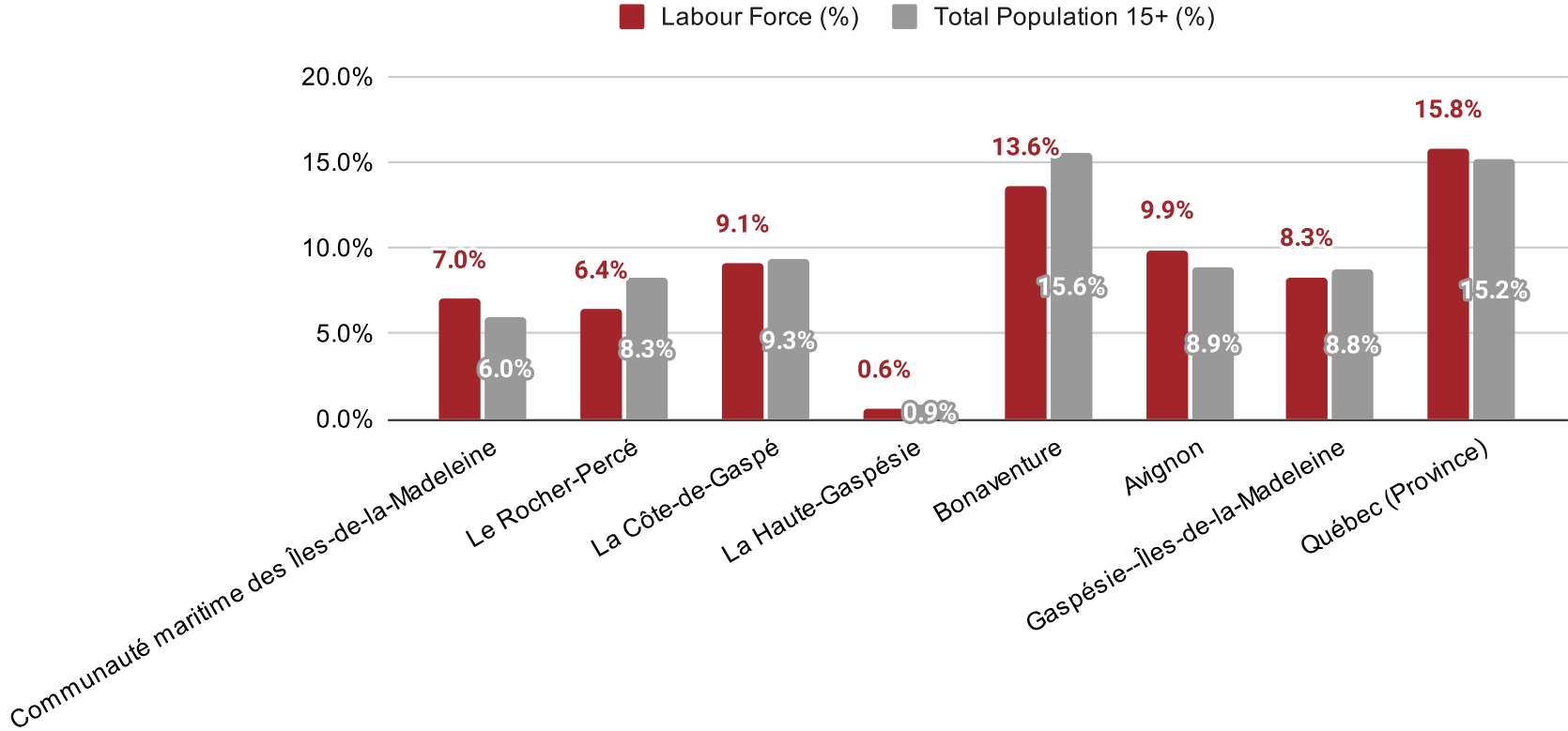
TOTAL LABOUR FORCE

There are 41,280 individuals in Gaspésie-Îles-de-la-Madeleine's labour force, a decrease from 41,785 in the 2016 Census. English speakers continue to occupy a small share of Gaspésie-Îles-de-la-Madeleine's labour force (8.3%), but less than their population share (8.8%). There are 37,845 French speakers in Gaspésie-Îles-de-la-Madeleine's labour force, making up 91.7% of the labour market.

In Communauté maritime des Îles-de-la-Madeleine and Avignon, English speakers have a higher labour force share than their population share. English speakers in Bonaventure have the largest labour force share within the RCMs (13.6%), while La Haute-Gaspésie recorded the lowest labour force share for English speakers.²⁵

²⁵ According to the Census, there are less than 100 English speakers in La Haute-Gaspésie. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

Graph 6.a: Labour Force of Gaspésie-Îles-de-la-Madeleine's English Speakers by RCM



Graph 6.b: Labour Force of Gaspésie-Îles-de-la-Madeleine's French Speakers by RCM

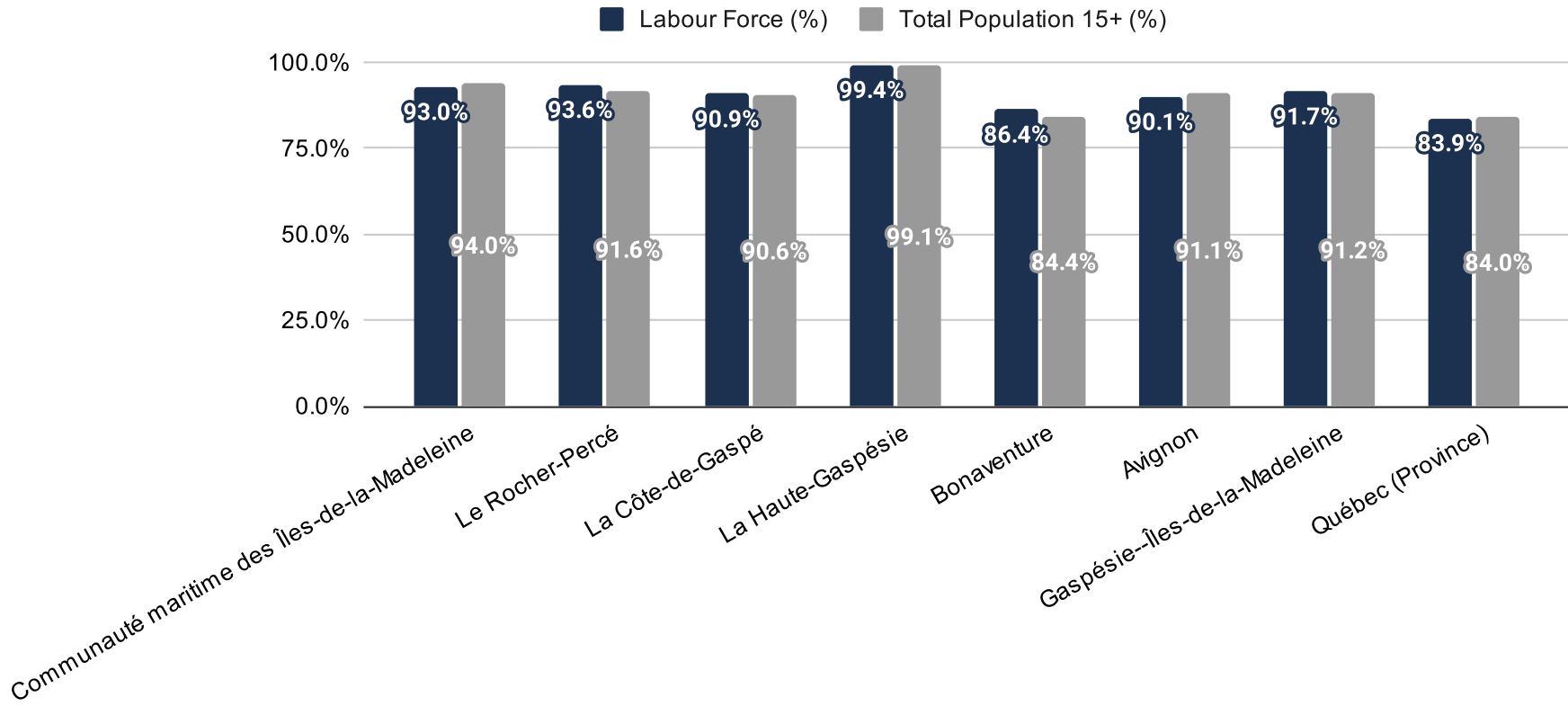


Table 4: Total Labour Force of Gaspésie-Îles-de-la-Madeleine by RCM

	English Speakers	French Speakers
Communauté maritime des Îles-de-la-Madeleine	470	6,245
Le Rocher-Percé	500	7,270
La Côte-de-Gaspé	765	7,645
La Haute-Gaspésie	25	4,355
Bonaventure	1,075	6,845
Avignon	600	5,480
Gaspésie-Îles-de-la-Madeleine	3,435	37,845
Québec (Province)	699,015	3,721,250

Labour Force - Age Structure

Youth ages 15-24 and workers aged 65+ tend to represent the smallest shares of the labour force for both linguistic communities. Among both English speakers and French speakers, workers (55-64) tend to represent a significant share of the labour force, with the highest share of English-speaking mature workers present in Bonaventure.

Table 5.a: Age Structure of Gaspésie-Îles-de-la-Madeleine's English-Speaking Labour Force by RCM

	Labour Force Share (English Speakers)						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Communauté maritime des Îles-de-la-Madeleine	7.0%	1.1%	1.3%	1.0%	1.0%	1.6%	0.8%
Le Rocher-Percé	6.4%	0.5%	0.9%	1.1%	1.2%	1.9%	0.7%
La Côte-de-Gaspé	9.1%	0.9%	1.2%	2.0%	2.1%	2.2%	0.7%
La Haute-Gaspésie	0.6%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Bonaventure	13.6%	1.6%	2.3%	2.5%	2.6%	3.7%	0.9%
Avignon	9.9%	1.1%	1.6%	2.7%	1.2%	1.9%	1.3%
Gaspésie-Îles-de-la-Madeleine	8.3%	1.0%	1.3%	1.7%	1.5%	2.1%	0.8%
Québec (Province)	15.8%	2.1%	3.6%	3.6%	3.2%	2.5%	0.8%

Table 5.b: Age Structure of Gaspésie-Îles-de-la-Madeleine's French-Speaking Labour Force by RCM

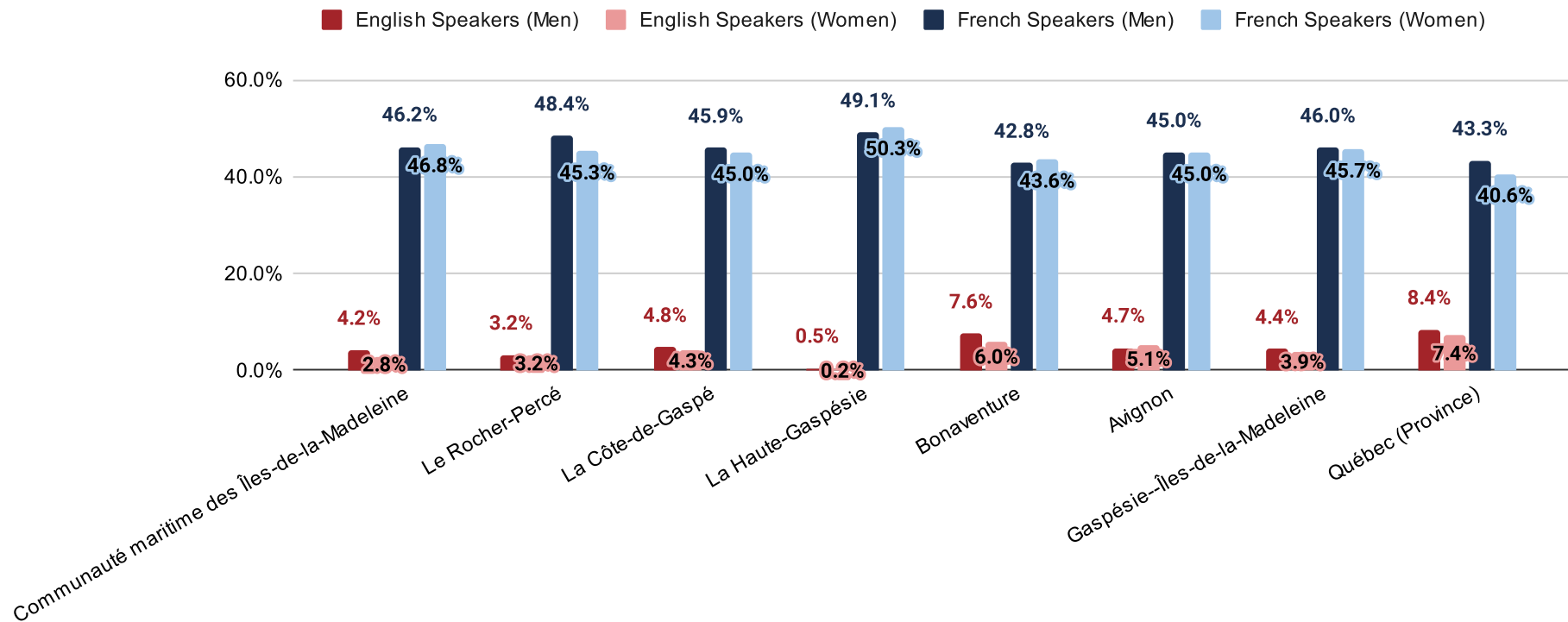
	Labour Force Share (French Speakers)						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Communauté maritime des Îles-de-la-Madeleine	93.0%	8.1%	15.1%	15.2%	20.4%	25.1%	9.2%
Le Rocher-Percé	93.6%	9.0%	13.2%	15.5%	21.6%	24.5%	9.7%
La Côte-de-Gaspé	90.9%	9.1%	16.2%	18.8%	18.4%	21.7%	6.5%
La Haute-Gaspésie	99.4%	8.3%	15.3%	21.5%	21.0%	25.7%	7.4%
Bonaventure	86.4%	8.3%	15.0%	15.8%	18.9%	21.4%	6.9%
Avignon	90.1%	9.1%	16.1%	18.3%	18.1%	22.7%	5.9%
Gaspésie-Îles-de-la-Madeleine	91.7%	8.7%	15.1%	17.2%	19.7%	23.3%	7.7%
Québec (Province)	83.9%	10.9%	17.2%	18.9%	17.1%	15.6%	4.2%

Labour Force - Gender Structure

Among both English and French speakers, women tend to have a lower labour force share than men in the region. This is the case in most regions and for the province as a whole.

Whereas English-speaking men make up 4.4% of the labour force, English-speaking women make up 3.9% of the labour force. Among French speakers, men represent 46% of the region's labour force, and women represent 45.7%.

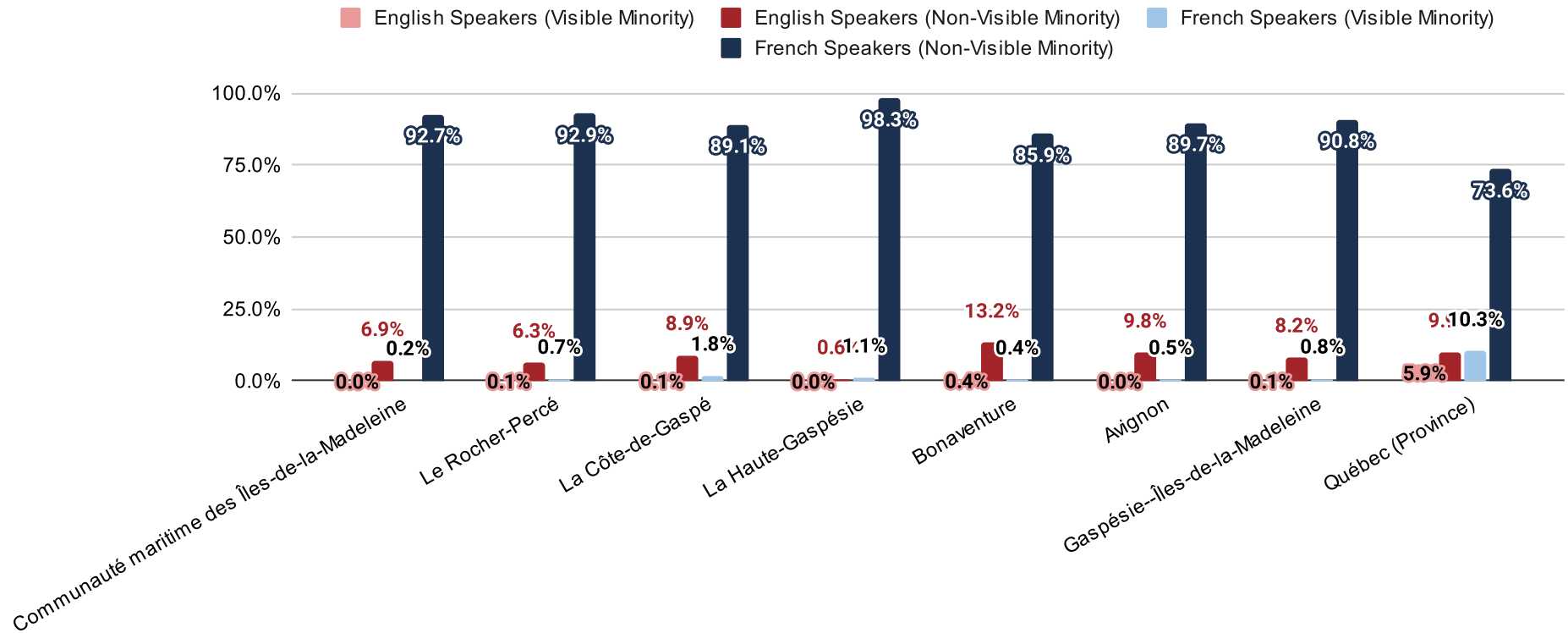
Graph 7: Gender Structure of Gaspésie-Îles-de-la-Madeleine's Labour Force by RCM



Labour Force - Visible Minorities

English-speaking visible minorities represent 0.1% of the total labour force in the region. Among French speakers, visible minorities comprise 0.8% of the labour force. Bonaventure has the highest visible minority labour share for English speakers.

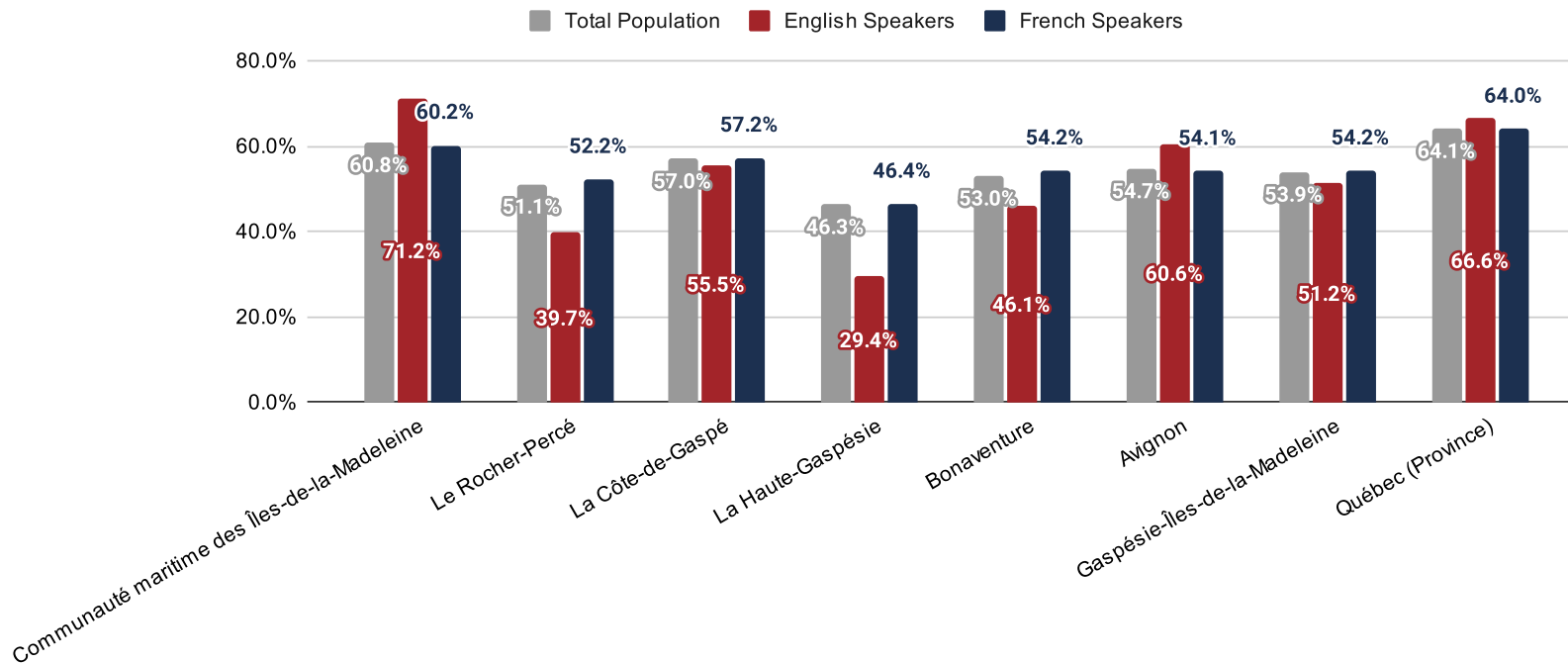
Graph 8: Visible Minority Structure of Gaspésie-Îles-de-la-Madeleine's Labour Force by RCM



LABOUR FORCE PARTICIPATION RATE

Labour force participation is lower among English speakers in Gaspésie-Îles-de-la-Madeleine. The labour force participation rate of English speakers in Gaspésie-Îles-de-la-Madeleine is 51.2%, compared to 54.2% among French speakers in Gaspésie-Îles-de-la-Madeleine and 66.6% for English speakers across the province. Labour force participation is highest among English speakers in Communauté maritime des Îles-de-la-Madeleine (71.2%) and lowest among English speakers in La Haute-Gaspésie.²⁶

Graph 9: Labour Force Participation Rate of Gaspésie-Îles-de-la-Madeleine by RCM



²⁶ According to the Census, there are less than 100 English speakers in La Haute-Gaspésie. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

Labour Force Participation - Age Structure

Within both linguistic communities in the region, youth aged 15-24 and mature workers aged 55+ tend to have the lowest labour force participation rates; a similar trend is observed at the provincial level. However, English-speaking youth aged 15-24 have a labour force participation rate of 64.1%, which is higher than that of French-speaking youth (58.4%).

Table 6.a: Age Structure of Gaspésie-Îles-de-la-Madeleine's Labour Force Participation for English Speakers by RCM

Labour Force Participation Rate (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Communauté maritime des Îles-de-la-Madeleine	71.2%	93.8%	90.0%	*	72.2%	66.7%	33.3%
Le Rocher-Percé	39.7%	47.1%	63.6%	89.5%	55.9%	55.6%	10.6%
La Côte-de-Gaspé	55.5%	67.4%	80.0%	82.9%	92.1%	67.3%	11.6%
La Haute-Gaspésie	29.4%	*	*	*	*	*	*
Bonaventure	46.1%	56.8%	85.7%	68.4%	69.5%	60.4%	8.4%
Avignon	60.6%	59.1%	90.9%	83.5%	75.0%	54.2%	28.8%
Gaspésie-Îles-de-la-Madeleine	51.2%	64.1%	81.2%	80.8%	74.0%	60.6%	14.0%
Québec (Province)	66.6%	57.7%	83.7%	85.3%	84.7%	70.0%	18.3%

Table 6.b: Age Structure of Gaspésie-Îles-de-la-Madeleine's Labour Force Participation for French Speakers by RCM

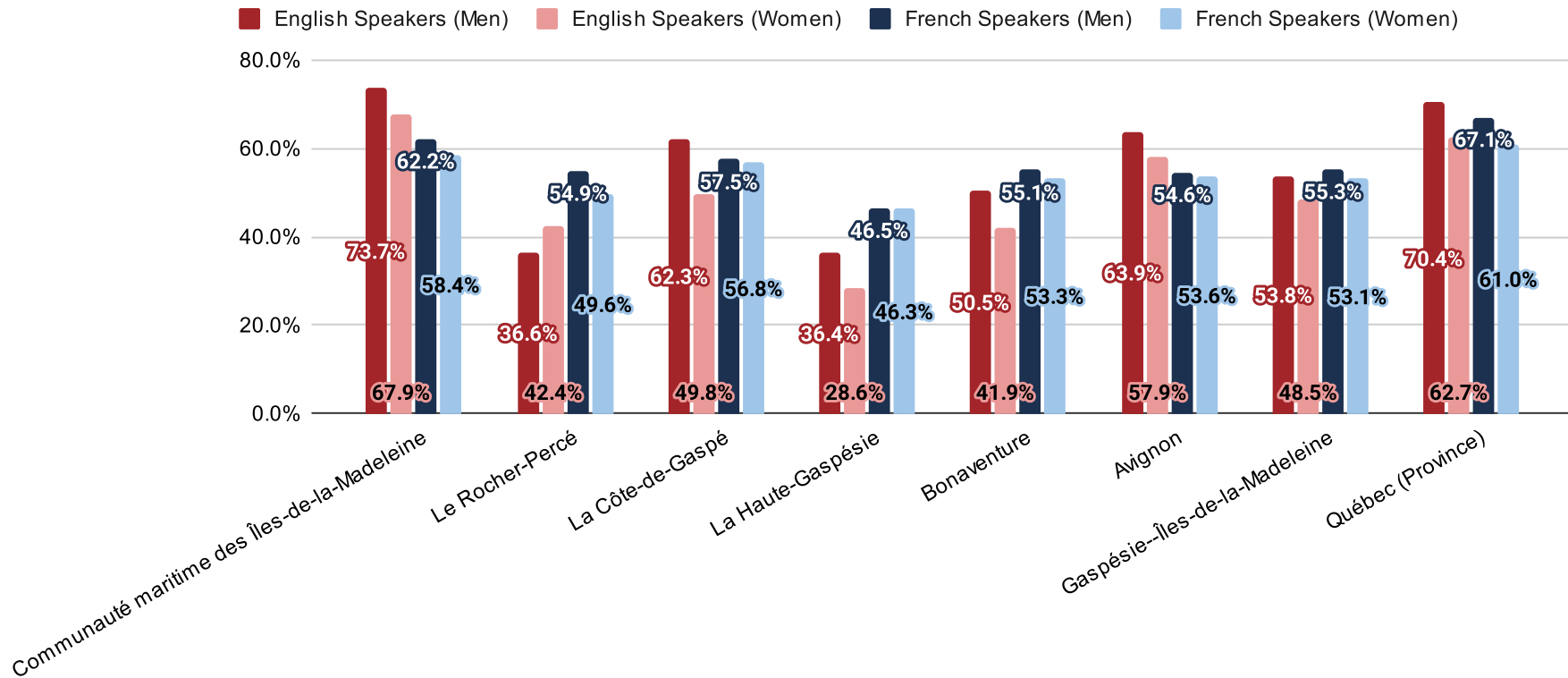
Labour Force Participation Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Communauté maritime des Îles-de-la-Madeleine	60.2%	62.3%	90.2%	91.5%	88.7%	68.9%	18.8%
Le Rocher-Percé	52.2%	59.8%	81.3%	83.0%	81.2%	62.3%	15.3%
La Côte-de-Gaspé	57.2%	59.6%	87.5%	89.3%	86.1%	59.9%	14.1%
La Haute-Gaspésie	46.4%	49.3%	79.3%	82.8%	75.4%	54.1%	9.7%
Bonaventure	54.2%	58.5%	82.6%	87.1%	86.2%	62.5%	13.1%
Avignon	54.1%	58.4%	88.7%	86.9%	86.3%	62.1%	10.9%
Gaspésie-Îles-de-la-Madeleine	54.2%	58.4%	85.3%	86.7%	84.1%	61.8%	13.8%
Québec (Province)	64.0%	67.1%	88.5%	90.3%	88.7%	65.2%	13.5%

Labour Force Participation - Gender Structure

Generally, men tend to have higher labour force participation rates than women in both linguistic groups.

English-speaking men and women have the highest labour force participation rates in Communauté maritime des Îles-de-la-Madeleine and the lowest labour force participation rates in La Haute-Gaspésie.²⁷

Graph 10: Gender Structure of Gaspésie-Îles-de-la-Madeleine's Labour Force Participation by RCM

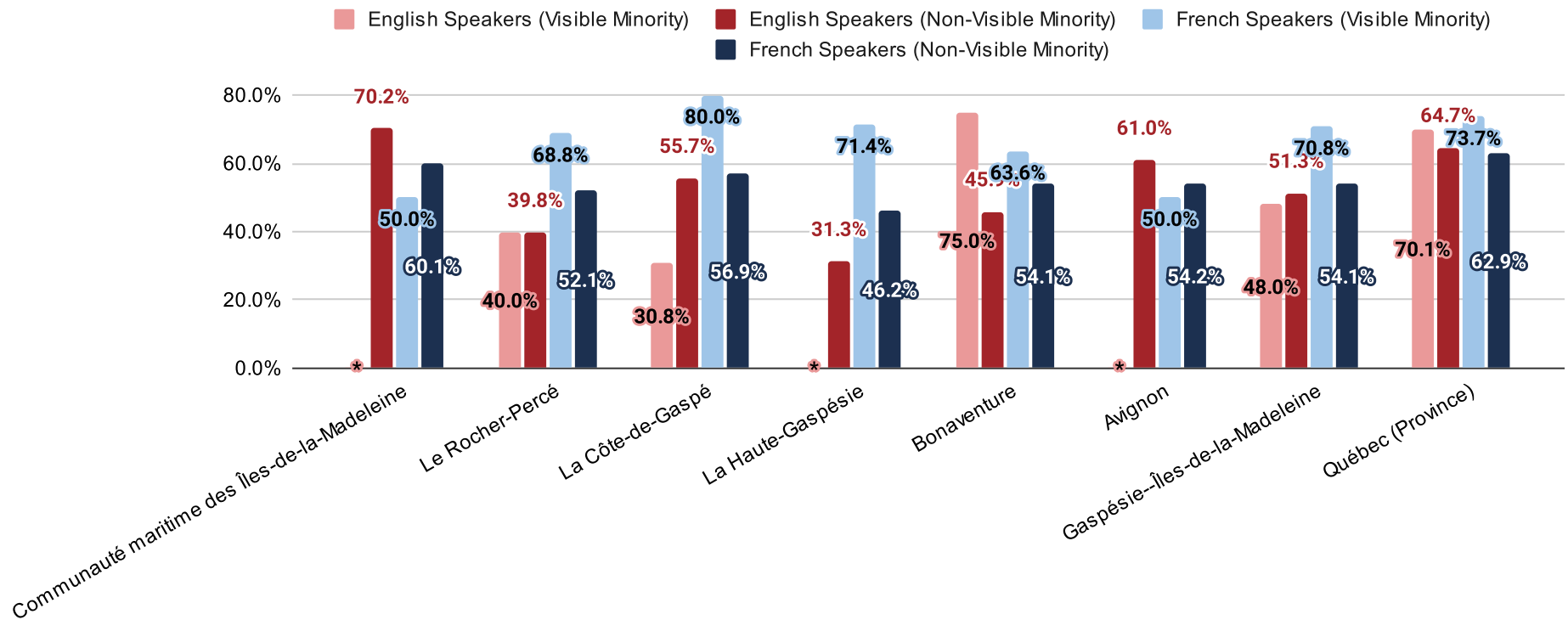


²⁷ According to the Census, there are less than 100 English speakers in La Haute-Gaspésie. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

Labour Force Participation - Visible Minorities

English-speaking visible minorities have a labour force participation rate of 48% in the region, which is lower than the rest of the workforce. English-speaking visible minorities have a labour force participation rate of 75% in Bonaventure, where the majority of English-speaking visible minorities live.

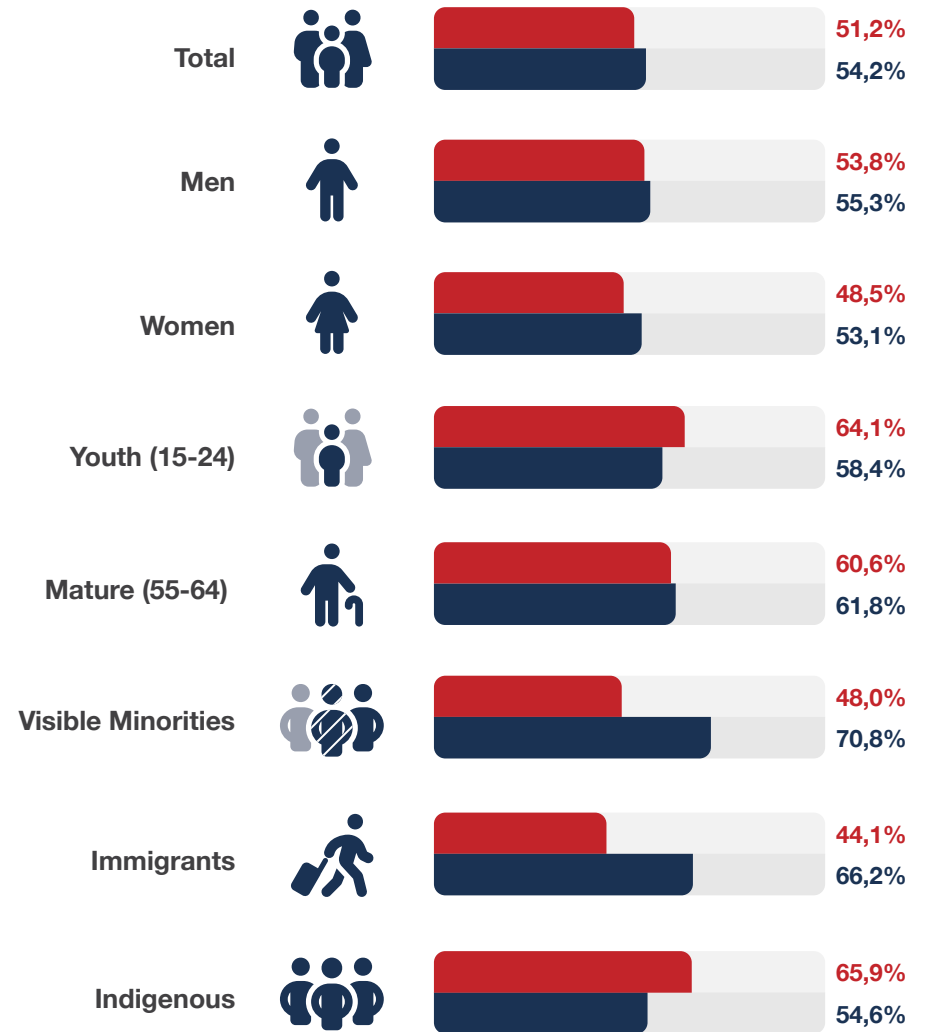
Graph 11: Visible Minority Structure of Gaspésie-Îles-de-la-Madeleine's Labour Force Participation Rate by RCM



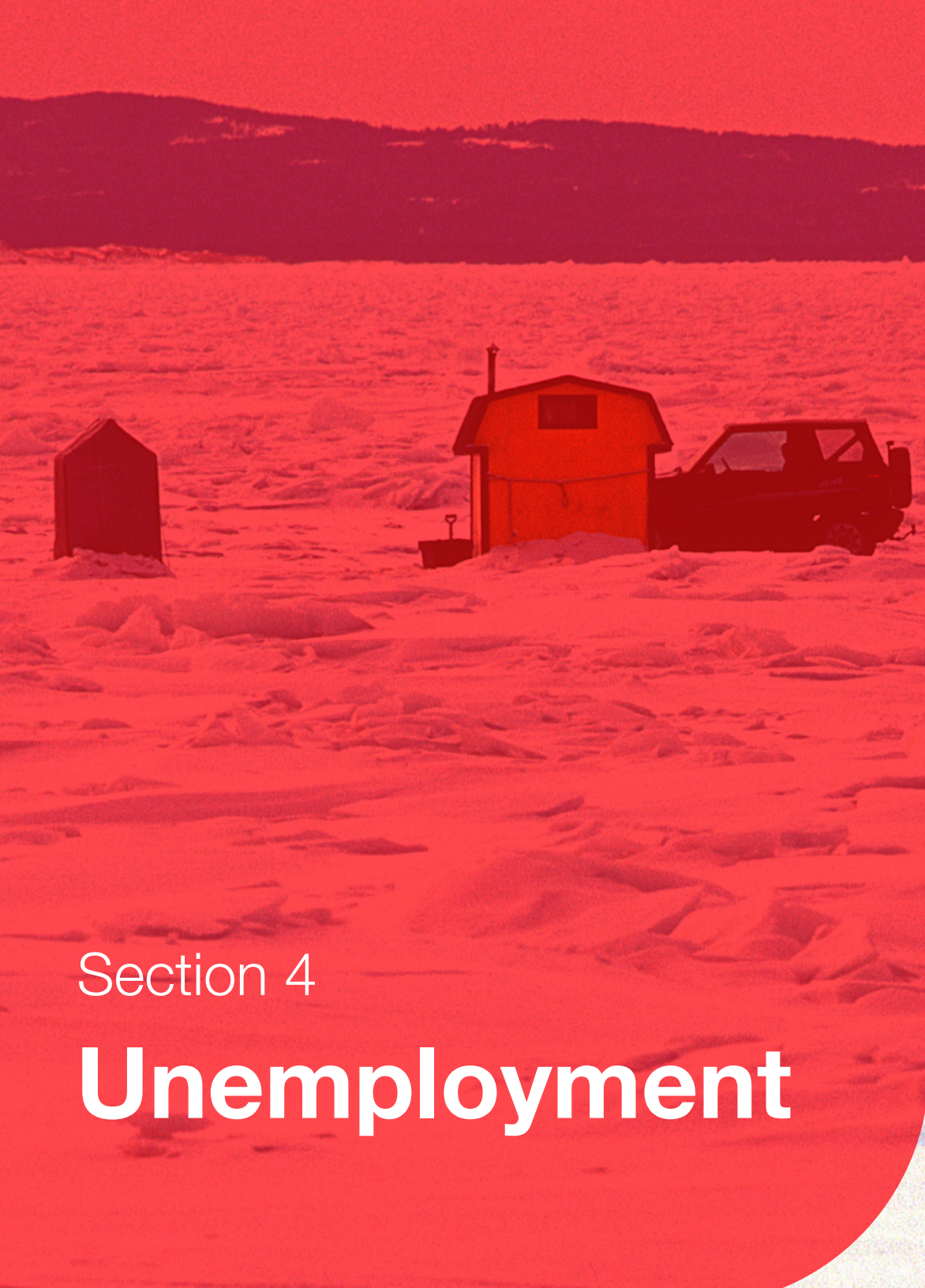
Summary of Labour Force Participation Rate for English and French Speakers in Gaspésie-Îles-de-la-Madeleine

Labour Force Participation Rate

Gaspésie-Îles-de-la-Madeleine



English Speakers French Speakers



Section 4

Unemployment

Unemployment

Unemployment rate serves as an official measure of performance of the labour market and can shed light on the labour market inclusion, income, purchasing power, and socio-economic well-being of communities. The unemployment rates in this section capture the work status of individuals at the time Census data was collected in May 2023.²⁷

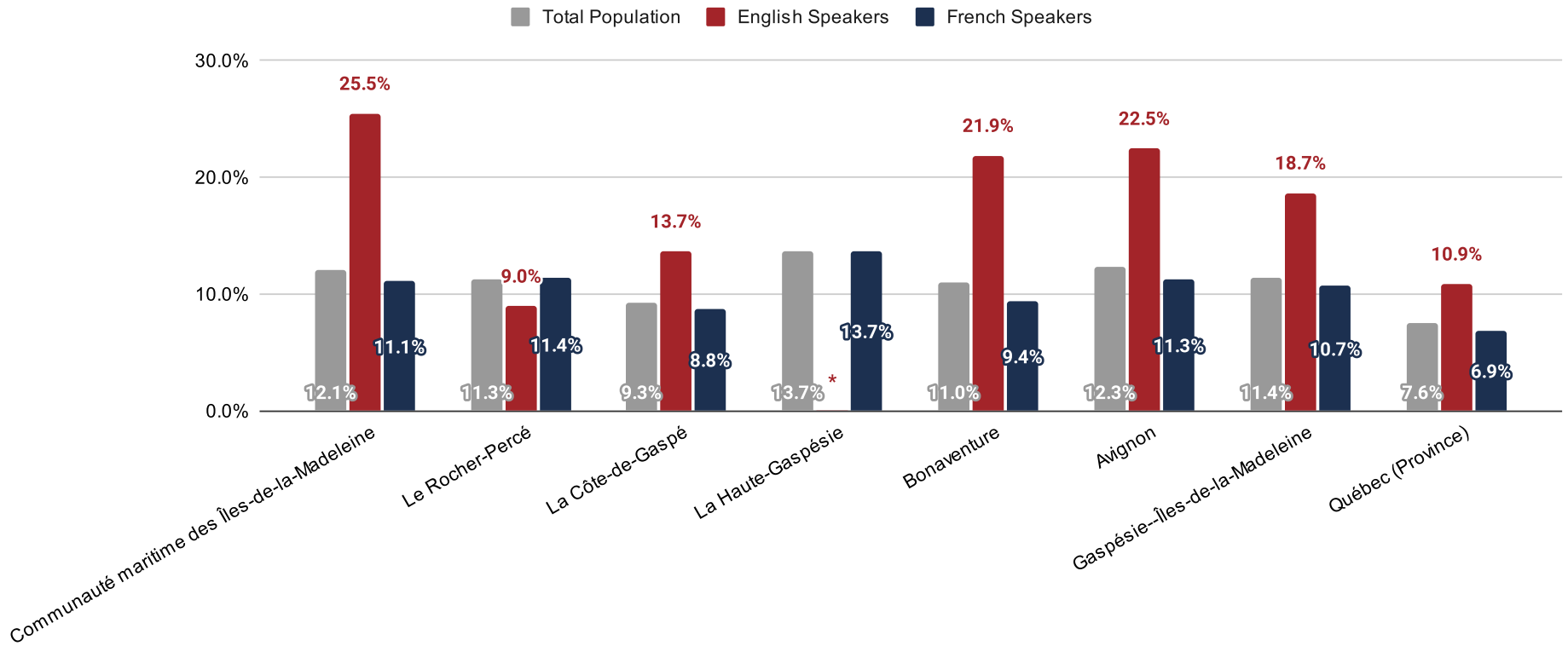
The unemployment rate, however, has its limitations. The unemployment rate does not capture:

- Those who work seasonal occupations and have less access to work or no work during the winter months.
- Those who have been out of work for a long time and have stopped actively looking for work.
- The quality of work that individuals experience.

UNEMPLOYMENT RATE

Generally, unemployment rates in Gaspésie-Îles-de-la-Madeleine are higher than those at the provincial level for both English and French speakers. Whereas English speakers have an unemployment rate of 10.9% at the provincial level, English speakers' unemployment rate is 18.7% in Gaspésie-Îles-de-la-Madeleine. French speakers in the region have lower unemployment rates (10.7%) than English speakers and experience lower unemployment rates in all the RCMs, with the exception of Le Rocher-Percé. English speakers in Communauté maritime des Îles-de-la-Madeleine experience the highest unemployment rate among the RCMs at 25.5%.

Graph 12: Unemployment Rate of Gaspésie-Îles-de-la-Madeleine by RCM



Who are the Unemployed English Speakers?

In the Gaspésie-Îles-de-la-Madeleine region, an estimated 643 English speakers were reported to be unemployed in May 2021 when the Census was conducted. Below are the main characteristics of these unemployed English speakers:

- There is a significantly higher proportion of men than women in the unemployed English-speaking population in the region. (61.5% compared to 38.5%).
- A small portion of the unemployed group identify as immigrants (2.3%).
- Roughly one-seventh of the unemployed group identify as Indigenous (15.2%).
- A small portion of the unemployed group are visible minorities (1.6%).
- Over two thirds of the unemployed population are found to have attained secondary-level education (71.1%).
- An overwhelming majority of the unemployed English-speaking population reported having worked part-time before they were unemployed (76.7%).
- Bonaventure has the largest portion of the region's unemployed English speakers (36.5%).



Unemployment Rate - Age Structure

An age group comparison of unemployment rates in the linguistic communities shows that English speakers experience higher unemployment rates than French speakers.

Among English speakers, individuals aged 35-44 experience the lowest regional unemployment rate (12.3%). This is also the case among French speakers; French speakers aged 35-44 experience an unemployment rate of 6.7%.

Youth aged 15-24 and mature workers aged 65+ experience the highest regional unemployment rates. English-speaking youth experience an unemployment rate of 27.7%, which is significantly higher than that of French-speaking youth (12.4%).

English-speaking mature workers have a regional unemployment rate of 34.1% compared to 24.6% among French speakers in the same age group. English-speaking youth in Avignon experience one of the highest recorded unemployment rates (46.2%).

Table 7.a: Age Structure of Gaspésie-Îles-de-la-Madeleine's Unemployment Rate for English Speakers by RCM

	Unemployment Rate (English Speakers)						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Communauté maritime des Îles-de-la-Madeleine	25.5%	20.0%	22.2%	*	30.8%	31.8%	54.5%
Le Rocher-Percé	9.0%	*	*	*	*	13.3%	27.3%
La Côte-de-Gaspé	13.7%	13.8%	10.0%	14.7%	14.3%	13.5%	18.2%
La Haute-Gaspésie	*	*	*	*	*	*	*
Bonaventure	21.9%	32.0%	30.6%	15.4%	14.6%	15.5%	42.9%
Avignon	22.5%	46.2%	10.0%	21.2%	26.7%	22.2%	31.3%
Gaspésie-Îles-de-la-Madeleine	18.7%	27.7%	17.6%	12.3%	15.2%	17.4%	34.1%
Québec (Province)	10.9%	17.4%	10.6%	9.0%	8.6%	10.8%	12.7%

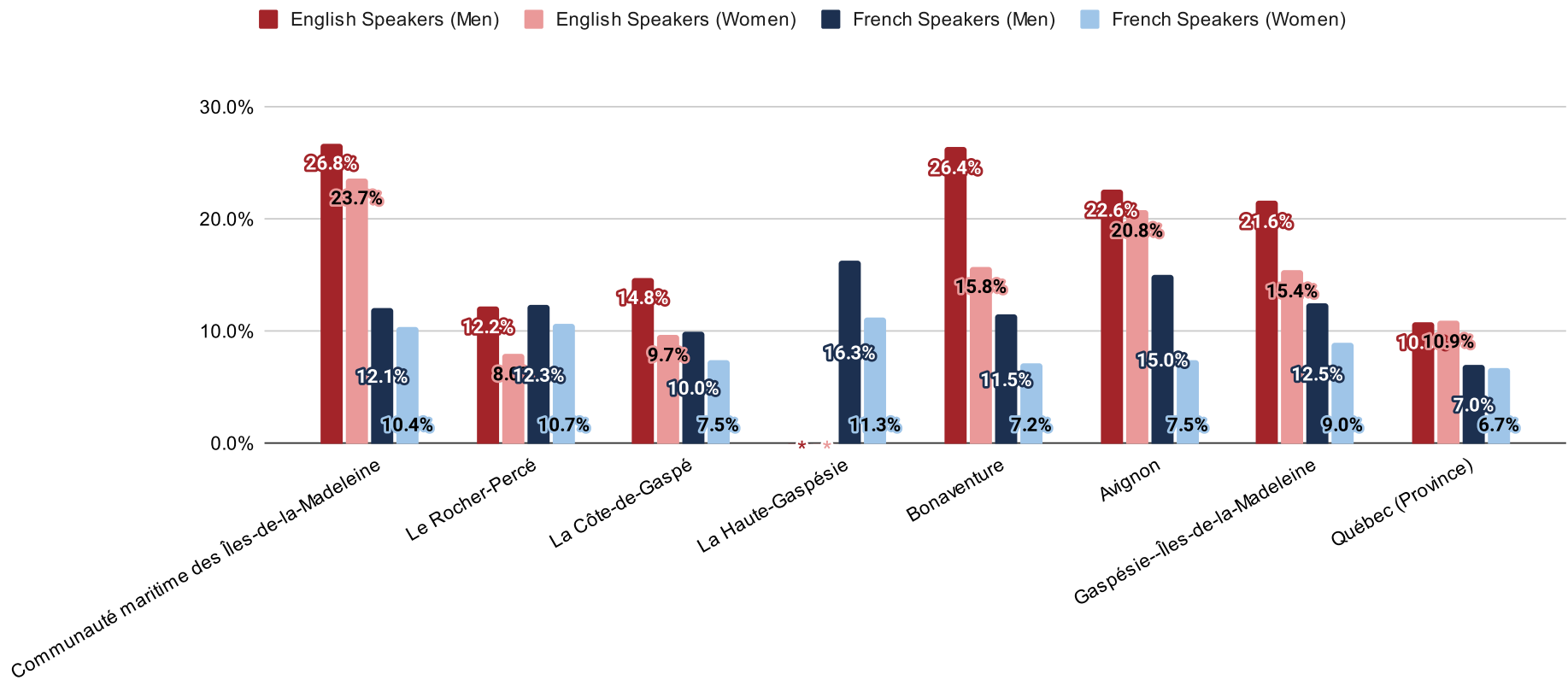
Table 7.b: Age Structure of Gaspésie-Îles-de-la-Madeleine's Unemployment Rate for French Speakers by RCM

	Unemployment Rate (French Speakers)						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Communauté maritime des Îles-de-la-Madeleine	11.1%	11.0%	5.9%	2.9%	10.2%	13.1%	30.1%
Le Rocher-Percé	11.4%	15.0%	5.9%	7.9%	7.1%	15.0%	21.2%
La Côte-de-Gaspé	8.8%	11.7%	7.0%	5.4%	6.5%	9.6%	21.8%
La Haute-Gaspésie	13.7%	11.0%	9.0%	11.2%	11.4%	16.4%	30.8%
Bonaventure	9.4%	9.9%	6.3%	4.8%	5.3%	13.9%	22.7%
Avignon	11.3%	15.3%	7.7%	8.6%	8.6%	13.8%	22.2%
Gaspésie-Îles-de-la-Madeleine	10.7%	12.4%	6.8%	6.7%	7.9%	13.5%	24.6%
Québec (Province)	6.9%	10.9%	5.8%	4.6%	4.6%	7.3%	18.6%

Unemployment Rate - Gender Structure

Among English speakers in Gaspésie-Îles-de-la-Madeleine, men experience a higher unemployment rate than women (21.6% compared to 15.4%). A similar pattern is observed among French speakers, where women experience a lower unemployment rate than men (9% compared to 12.5%). Thus, French-speaking women have the lowest unemployment rate in the region, while English-speaking men have the highest.

Graph 13: Gender Structure of Gaspésie-Îles-de-la-Madeleine's Unemployment Rate by RCM

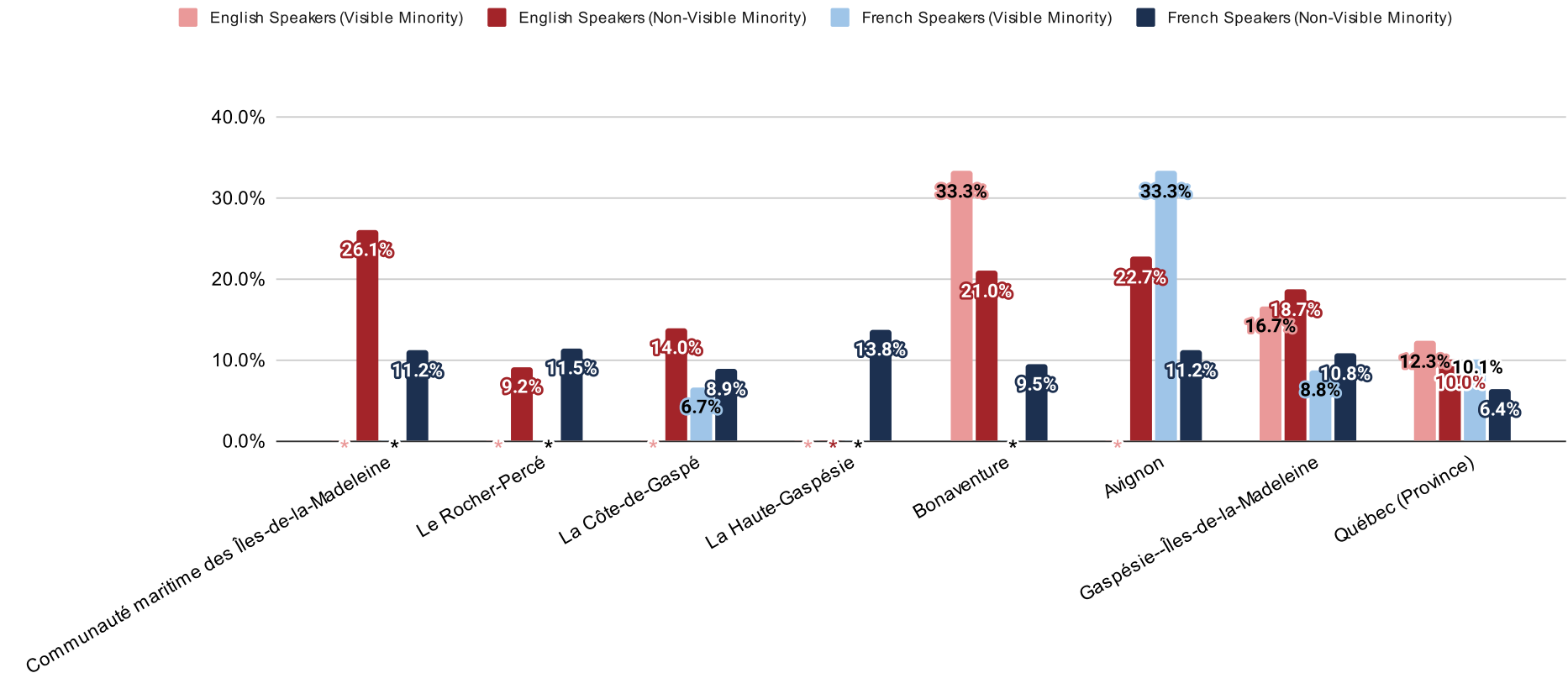


Unemployment Rate - Visible Minorities

English-speaking visible minorities in Gaspésie-Îles-de-la-Madeleine experience an unemployment rate of 16.7% in the region, which is lower than the unemployment rate of non-visible minorities (18.7%). The trend is the inverse of what is observed at the provincial level, where English-speaking visible minorities experience a higher unemployment rate than other non-visible minorities and French speakers.

Within the RCMs, unemployment rate trends tend to vary significantly. English-speaking visible minorities have the highest unemployment rate (33.3%) in Bonaventure, while English-speaking non-visible minorities experience the highest unemployment rate (26.1%) in Communauté maritime des Îles-de-la-Madeleine.

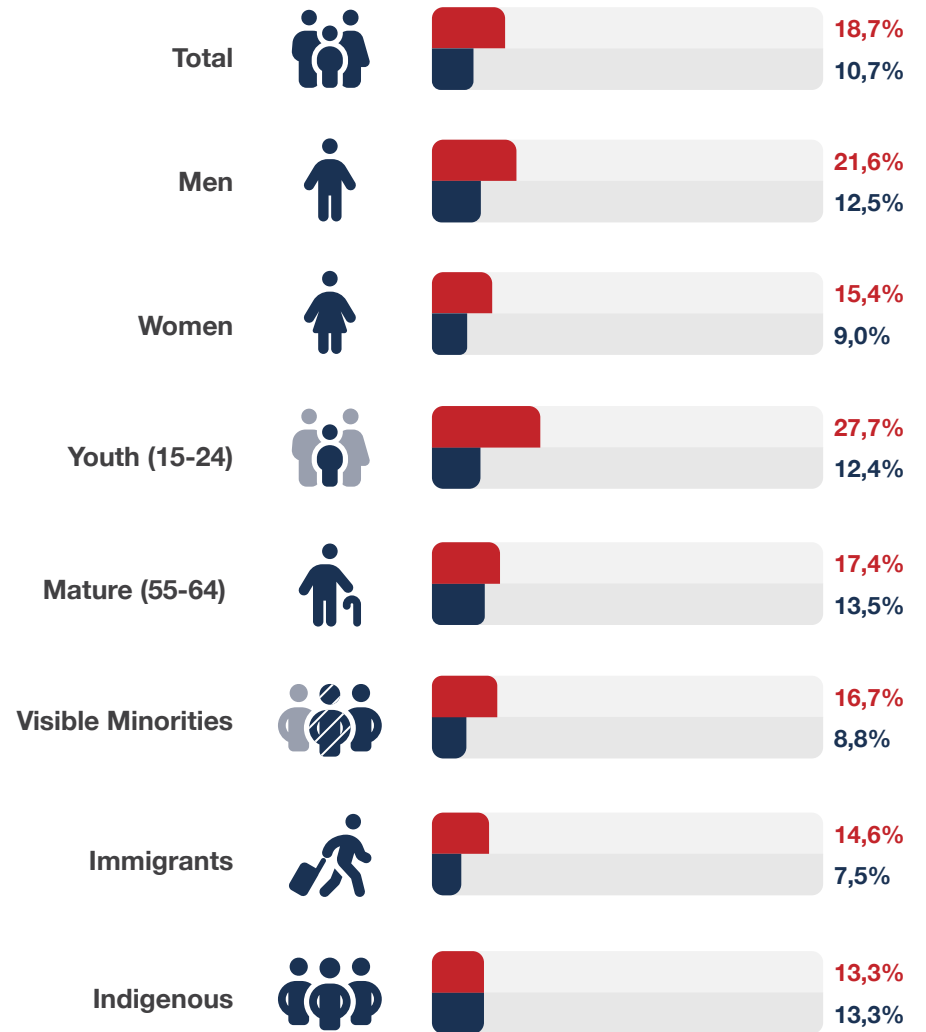
Graph 14: Unemployment Rate by Visible Minority Status in Gaspésie-Îles-de-la-Madeleine by RCM



Summary of Unemployment Rate for English and French Speakers in Gaspésie- Îles-de-la-Madeleine

Unemployment Rate

Gaspésie-Îles-de-la-Madeleine



English Speakers French Speakers



Section 5

Income

Income

Similar to the trend observed at the provincial level, English speakers in Gaspésie-Îles-de-la-Madeleine tend to earn a lower median after-tax income and lower median employment income than French speakers.²⁸ This could be explained by the higher unemployment rate that English speakers face, and in addition, the lower income levels can be attributed to the higher tendency of English speakers to engage in temporary, seasonal, part-time, and minimum-wage opportunities.

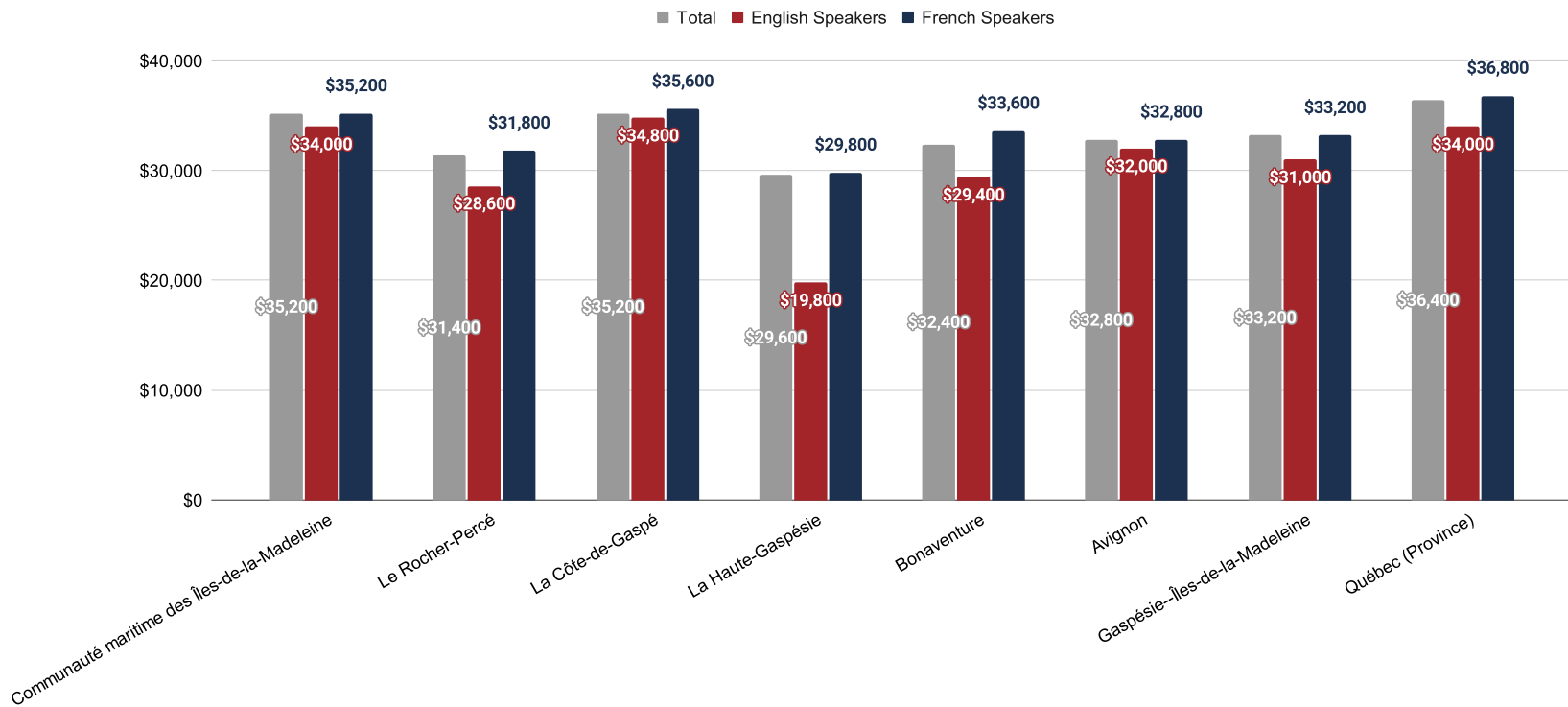
AFTER-TAX INCOME

English speakers in Gaspésie-Îles-de-la-Madeleine region earn a median after-tax income of \$31,000, roughly \$2,200 lower than that of French speakers (\$33,200). English speakers have lower after-tax income than French speakers across all the RCMs in the region, with the widest income gap seen in La Haute-Gaspésie (\$19,800 compared to \$29,800).²⁹

²⁸ The data in this section (except for Low Income) pertains to individuals who speak only English or only French as their first official language: this is due to limitations in the data available.

²⁹ According to the Census, there are less than 100 English speakers in La Haute-Gaspésie. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

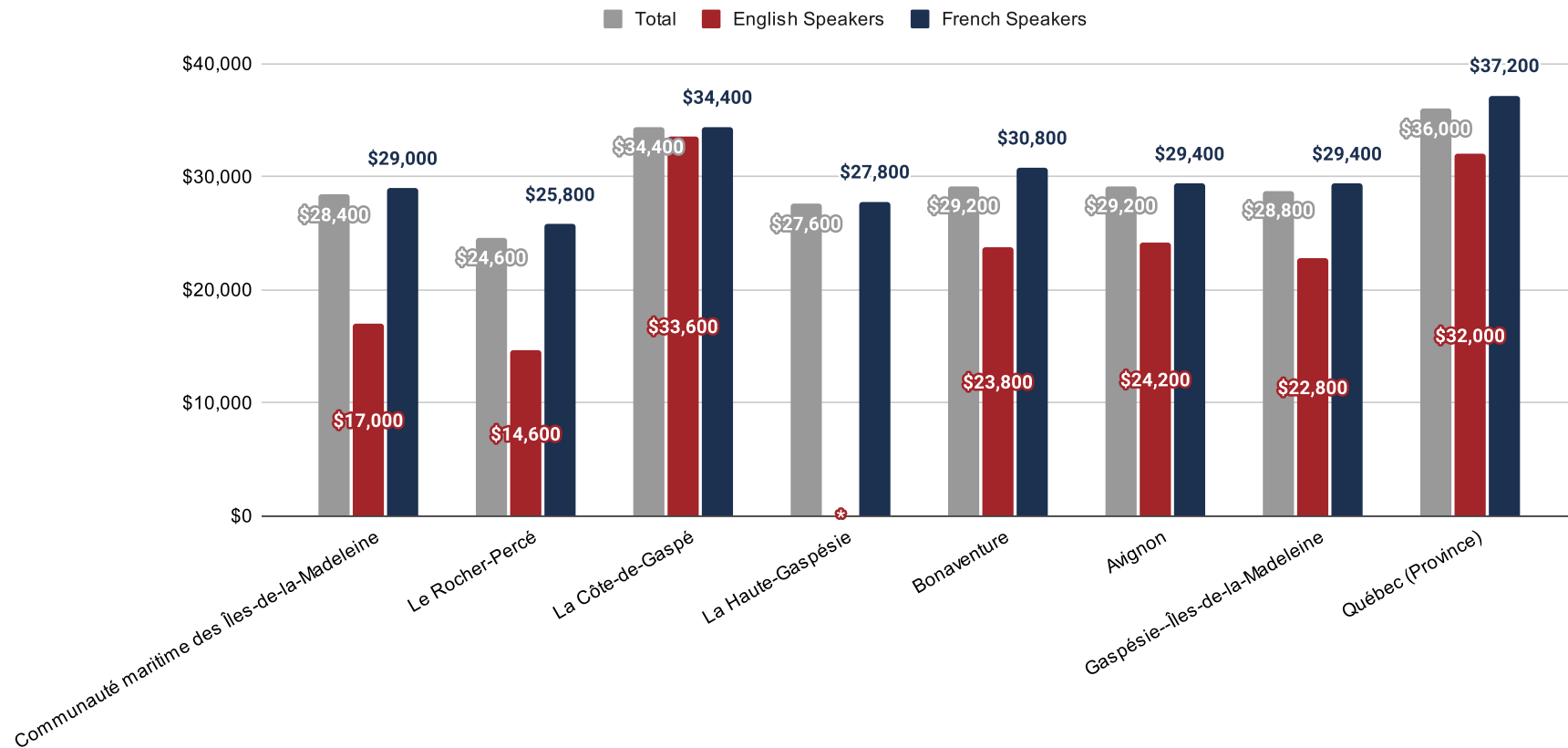
Graph 15: Median After-Tax Income in Gaspésie-Îles-de-la-Madeleine by RCM



EMPLOYMENT INCOME

A comparison of median employment incomes shows that English speakers in Gaspésie-Îles-de-la-Madeleine earn a median employment income of \$22,800, which is lower than that of French speakers (\$29,400) by approximately \$6,600. Although English speakers earn lower median employment than French speakers in all the RCMs, La Côte-de-Gaspé is the only RCM in the region where English speakers earn a median employment income that is closer to the median income level of French speakers.

Graph 16: Median Employment Income in Gaspésie-Îles-de-la-Madeleine by RCM



Employment Income - Age Structure

Youth aged 15-24 and mature workers aged 55+ tend to earn significantly lower median employment incomes compared to the other age groups in both the English-speaking and French-speaking populations. English-speaking youth aged 15-24 earn \$4,600 higher than French-speaking youth aged 15-24. English speakers aged 55-64 have a median employment income of \$23,400, lower than their French-speaking counterparts earning \$28,600.

Table 8.a: Age Structure of Gaspésie-Îles-de-la-Madeleine's Median Employment Income for English Speakers by RCM

Median Employment Income (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Communauté maritime des Îles-de-la-Madeleine	\$17,000	\$14,800	\$19,800	\$29,400	\$55,600	\$17,800	\$14,300
Le Rocher-Percé	\$14,600	\$3,720	\$17,200	\$14,600	\$37,200	\$19,800	\$4,120
La Côte-de-Gaspé	\$33,600	\$20,800	\$37,200	\$51,200	\$51,200	\$31,200	\$7,550
La Haute-Gaspésie	*	*	*	*	*	*	*
Bonaventure	\$23,800	\$15,700	\$26,200	\$39,600	\$31,400	\$20,400	\$5,760
Avignon	\$24,200	\$6,360	\$29,600	\$31,400	\$33,200	\$31,000	\$12,900
Gaspésie--Îles-de-la-Madeleine	\$22,800	\$14,600	\$28,000	\$36,000	\$40,000	\$23,400	\$8,800
Québec (Province)	\$32,000	\$8,800	\$33,200	\$45,200	\$48,000	\$40,400	\$9,100

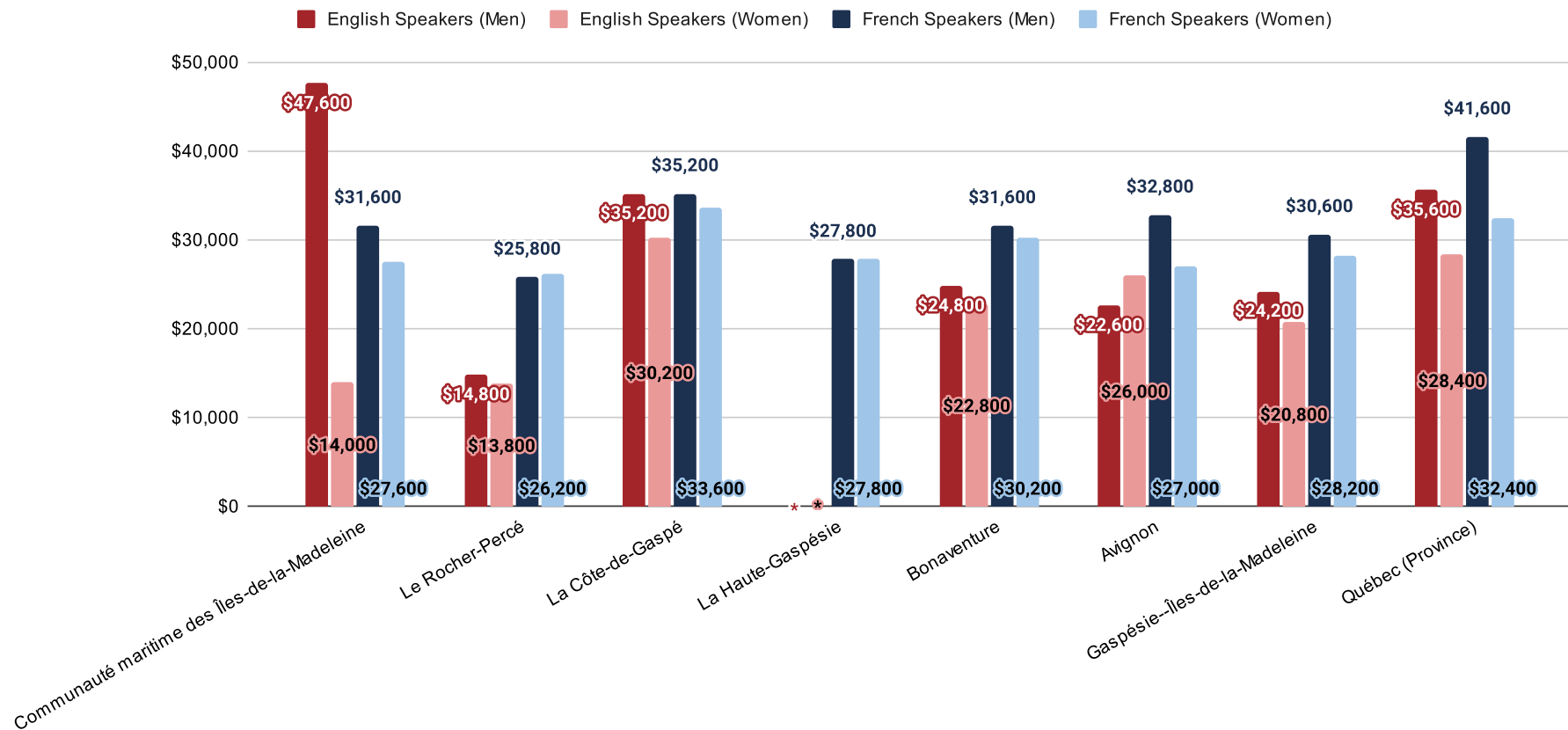
Table 8.b: Age Structure of Gaspésie-Îles-de-la-Madeleine's Median Employment Income for French Speakers by RCM

Median Employment Income (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Communauté maritime des Îles-de-la-Madeleine	\$29,000	\$9,300	\$37,600	\$44,800	\$38,400	\$30,000	\$12,500
Le Rocher-Percé	\$25,800	\$8,100	\$33,200	\$36,400	\$35,200	\$27,000	\$14,900
La Côte-de-Gaspé	\$34,400	\$10,200	\$41,200	\$48,800	\$52,000	\$31,200	\$11,500
La Haute-Gaspésie	\$27,800	\$10,400	\$32,800	\$34,800	\$40,400	\$26,200	\$5,480
Bonaventure	\$30,800	\$10,200	\$39,200	\$45,200	\$46,400	\$27,800	\$6,360
Avignon	\$29,400	\$11,100	\$38,000	\$42,400	\$46,000	\$29,200	\$5,680
Gaspésie--Îles-de-la-Madeleine	\$29,400	\$10,000	\$37,200	\$43,600	\$43,200	\$28,600	\$10,600
Québec (Province)	\$37,200	\$10,900	\$39,200	\$52,000	\$54,400	\$40,000	\$5,360

Employment Income - Gender Structure

French-speaking men earned the highest regional median employment income of \$30,600. English-speaking women earned the lowest regional employment income of \$20,800, compared to \$24,200 among English-speaking men. English-speaking women in Le Rocher-Percé earn a median employment income of \$13,800, reportedly the lowest across the English-speaking gender groups in the region.

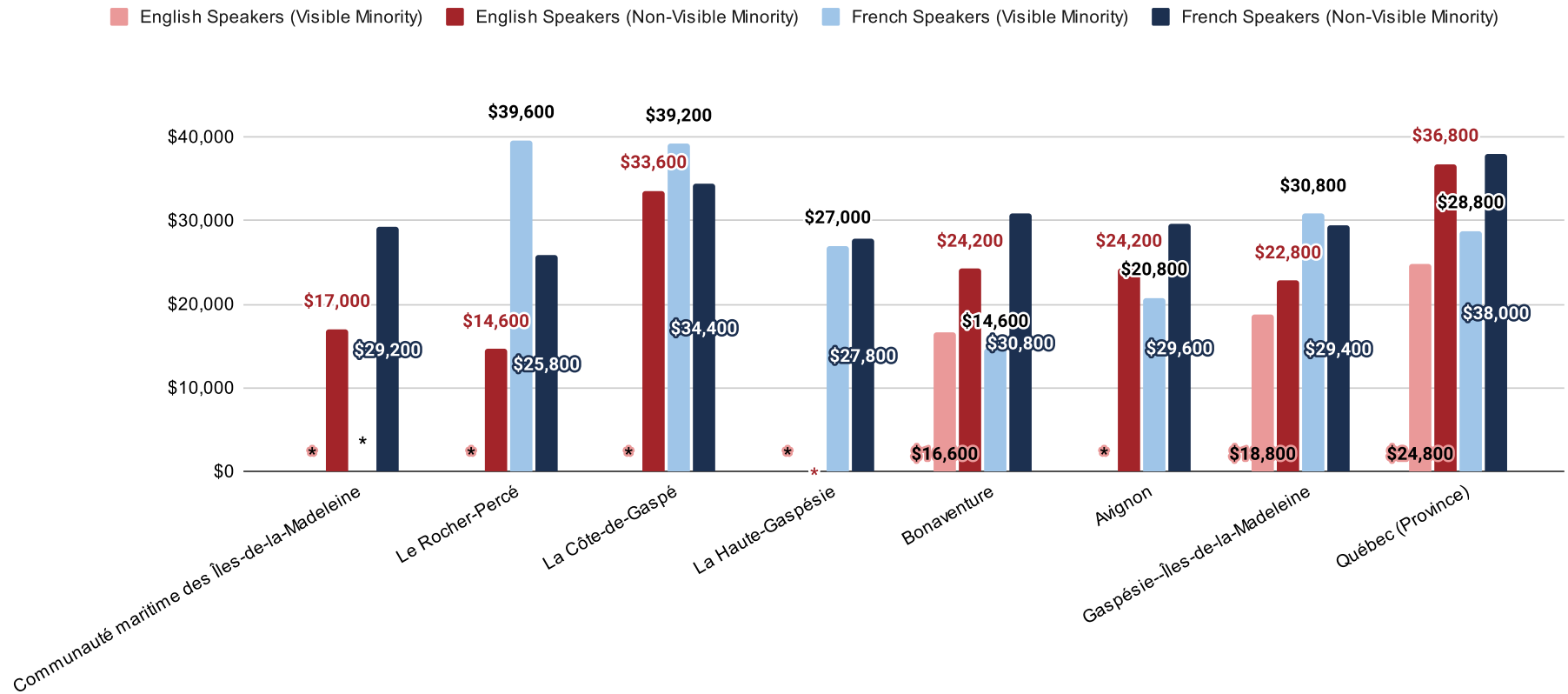
Graph 17: Gender Structure of Gaspésie-Îles-de-la-Madeleine's Median Employment Income by RCM



Employment Income - Visible Minorities

English-speaking visible minorities earn significantly lower median employment income than French-speaking visible minorities (\$18,800 compared to \$30,800) in the region. Based on available data, Bonaventure reported a median employment income of \$16,600 for English-speaking visible minorities.

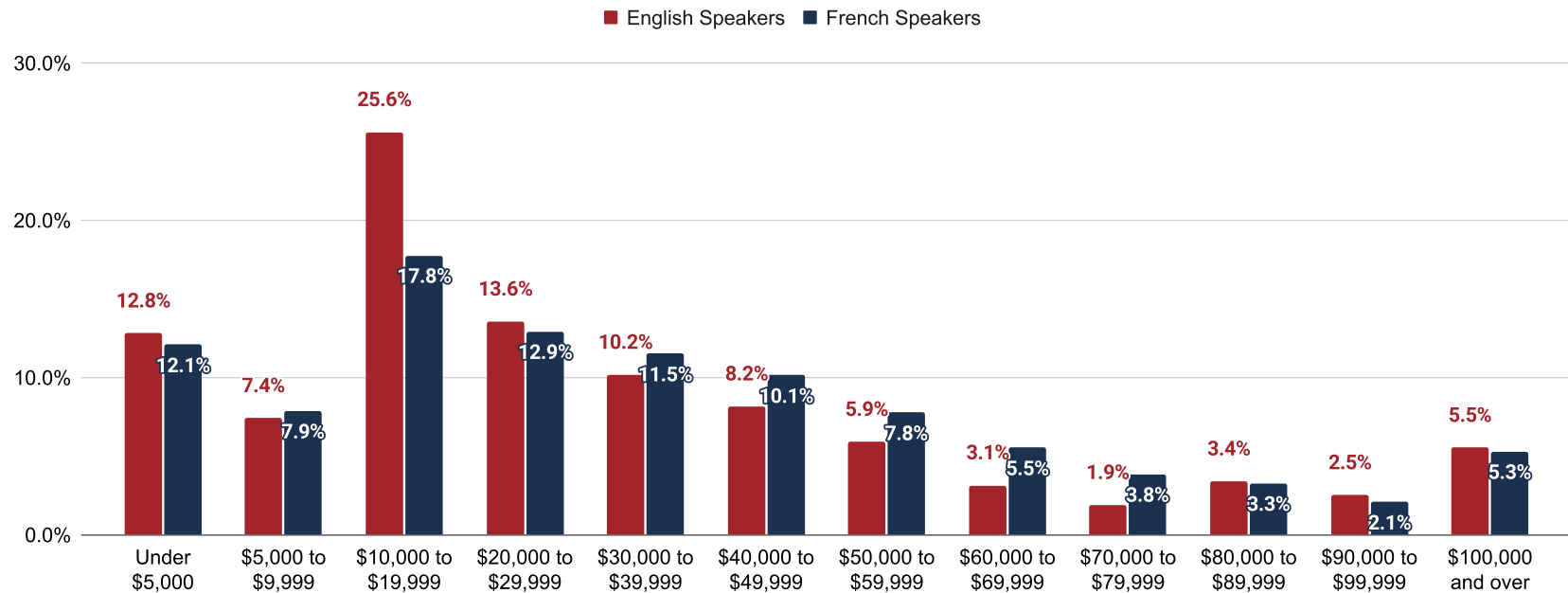
Graph 18: Visible Minority Structure of Gaspésie-Îles-de-la-Madeleine's Median Employment Income by RCM



Employment Income Distribution

Employment income distribution data shows that roughly 45.8% of English speakers and 37.7% of French speakers earn an employment income of \$20,000 and under. At the higher end of the distribution, roughly 13.3% of English speakers and 14.5% of French speakers earn \$70,000 and over.

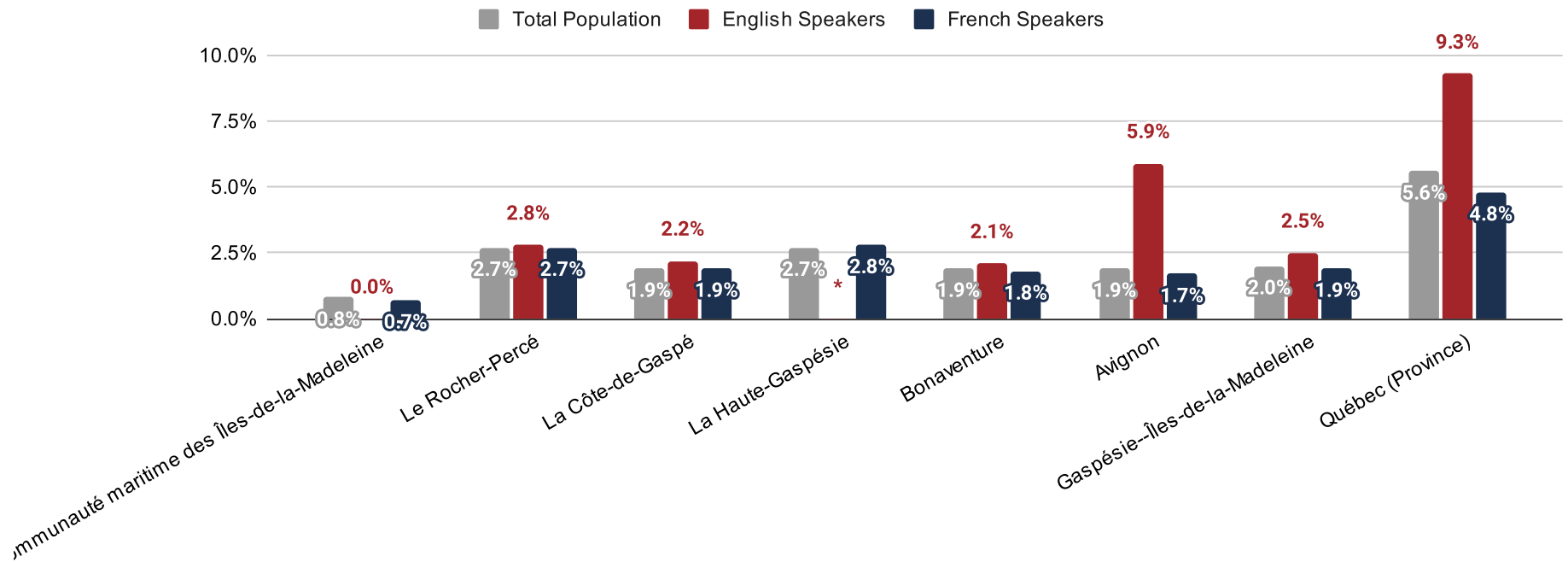
Graph 19: Distribution of Gaspésie-Îles-de-la-Madeleine's Employment Income



LOW INCOME

Low income cut-off data reveals that a higher proportion of English speakers are below the after-tax low income cut-off (2.5%) compared to French speakers (1.9%) in the region. The highest proportion of English speakers living below the LICO is seen in the Avignon at 5.9%, compared to 1.7% of French speakers in the area.

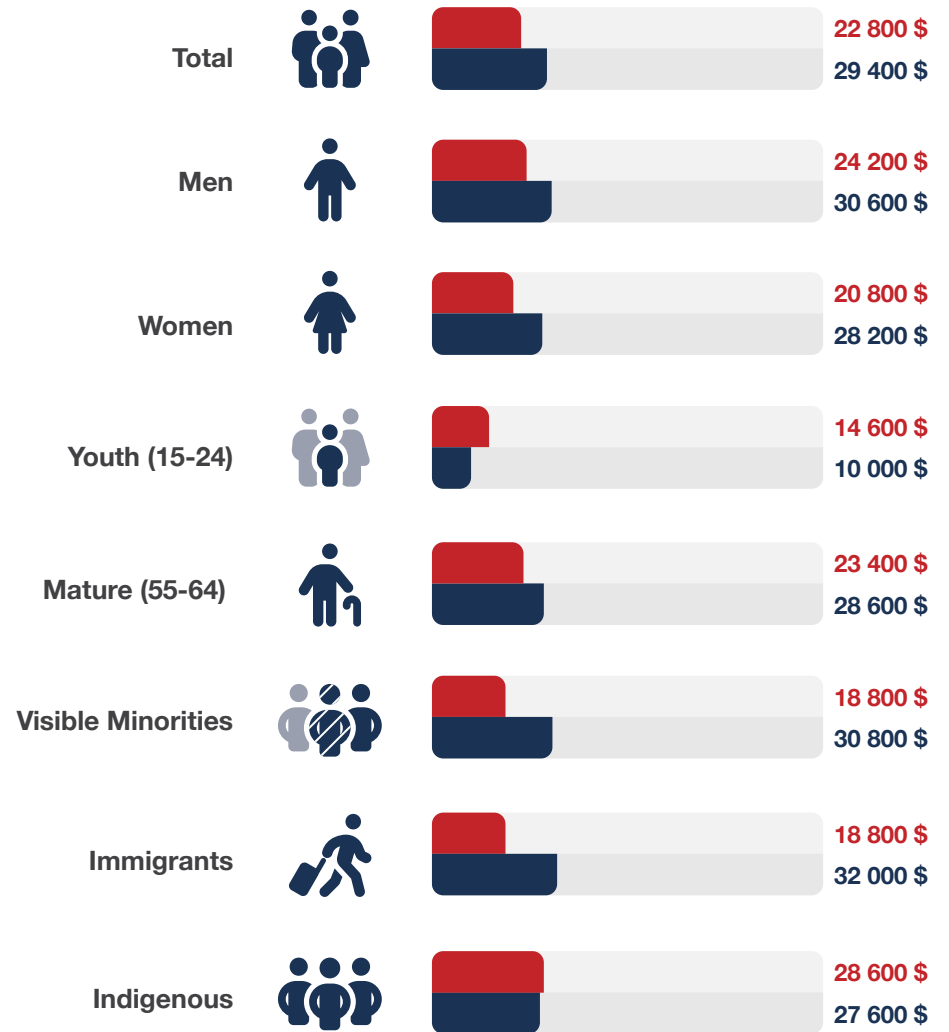
Graph 20: Low Income Rate (LICO-AT) in Gaspésie-Îles-de-la-Madeleine by RCM



Summary of Median Employment Income for English and French Speakers in Gaspésie-Îles-de-la-Madeleine

Median Employment Income

Gaspésie-Îles-de-la-Madeleine



English Speakers French Speakers



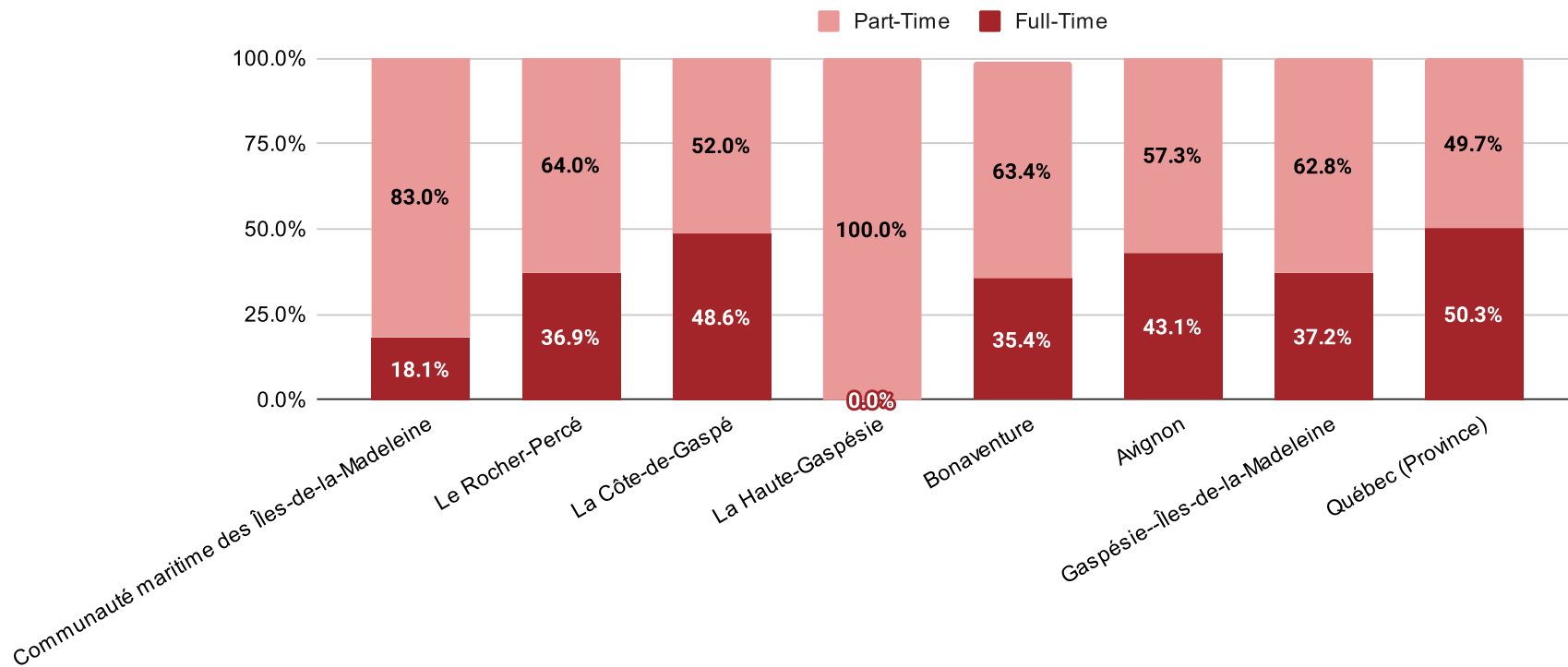
Section 6

Work Activity

Work Activity

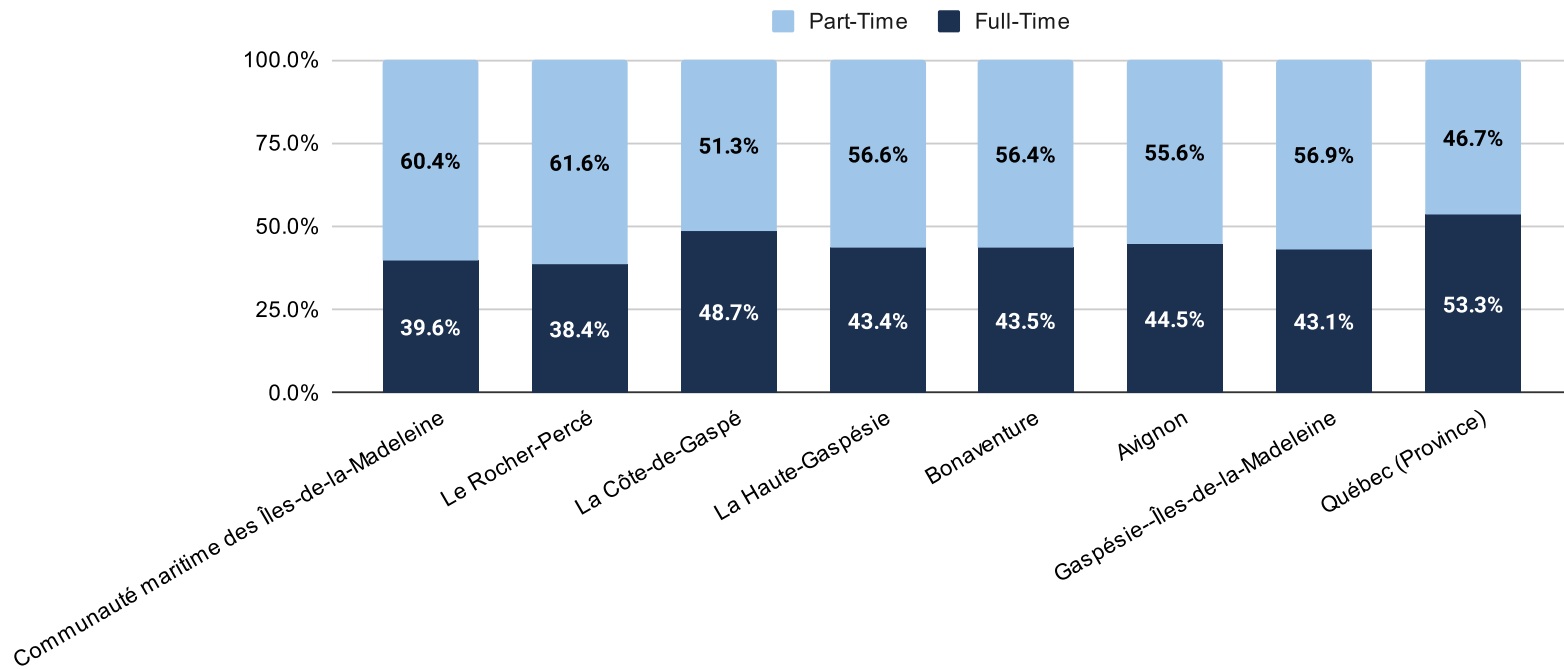
Approximately 62.8% of English speakers engage in part-time or part-year work compared to 56.9% of French speakers. La Haute-Gaspésie and Communauté maritime des Îles-de-la-Madeleine are the RCMs with the highest levels of part-time or part-year work in the region, with reportedly all of the English speakers in La Haute-Gaspésie working part-time or part-year.³⁰

Graph 21.a: Work Activity of English Speakers in Gaspésie-Îles-de-la-Madeleine by RCM



³⁰ According to the Census, there are less than 100 English speakers in La Haute-Gaspésie. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

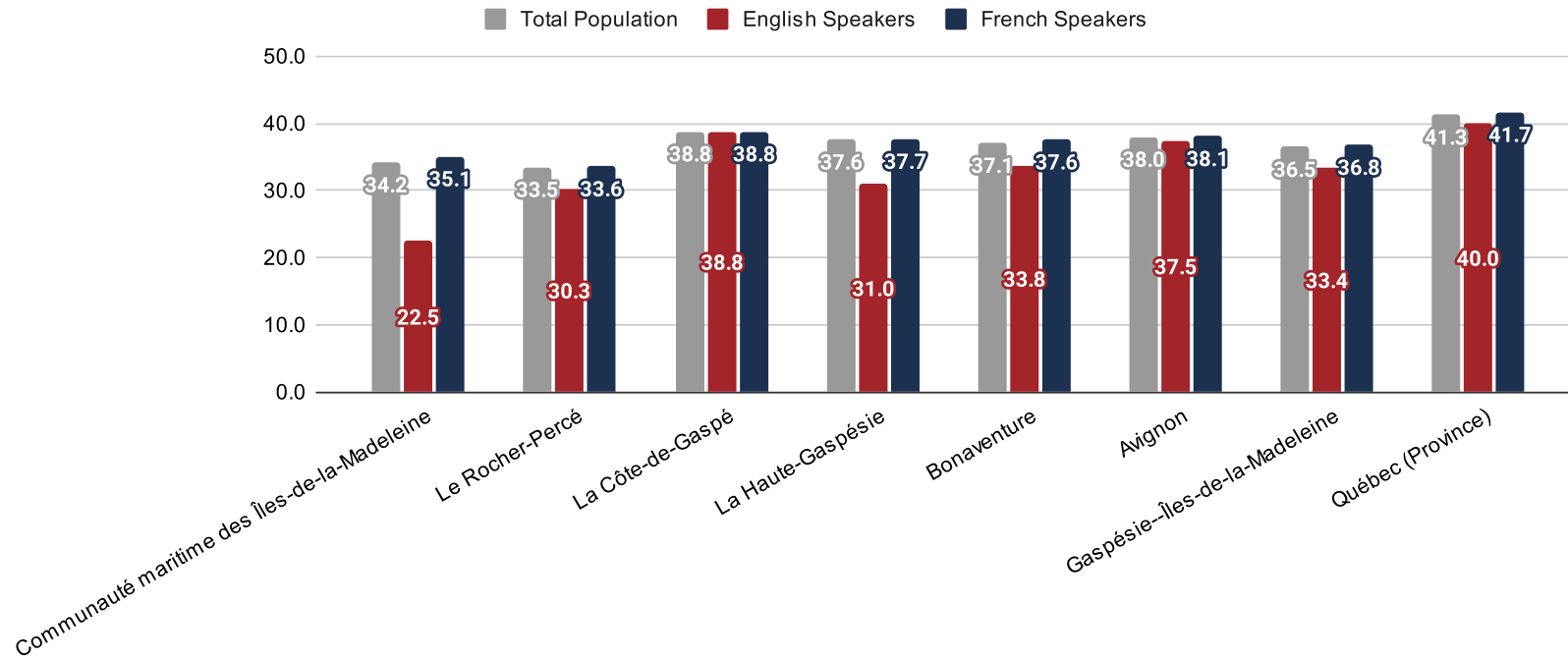
Graph 21.b: Work Activity of French Speakers in Gaspésie–Îles-de-la-Madeleine by RCM



Average Weeks Worked

English speakers in the region reported working a lower average number of weeks (33.4) than French speakers (36.8). English speakers in Communauté maritime des Îles-de-la-Madeleine worked the fewest weeks on average (22.5) in the year 2020.³¹

Graph 22: Average Weeks Worked in Gaspésie-Îles-de-la-Madeleine by RCM

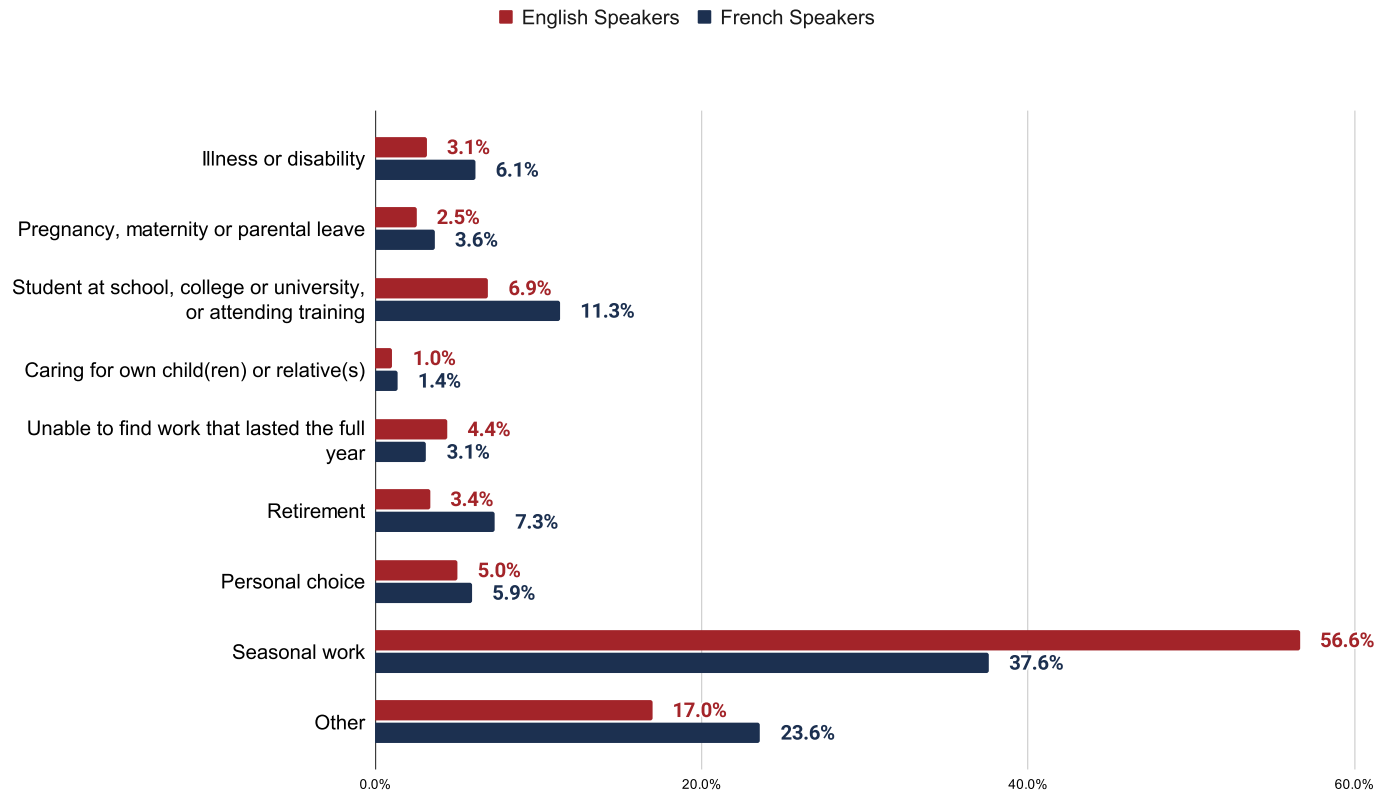


³¹ The data in this section pertains to individuals who speak only English or only French as their first official language. Individuals who speak both official languages were not distributed among English and French speakers in the graph below. This is due to limitations on the data available.

Main Reasons for not Working Full-time / Full year³²

When asked to identify their main reasons for not working full-time or full-year in 2020, the leading response among respondents in Gaspésie-Îles-de-la-Madeleine was 'due to seasonal work', with 56.6% of English speakers indicating this response. Approximately 4.4% of English speakers indicated they had been unable to find work that lasted the full year, compared to 3.1% among French speakers.

Graph 23: Main Reasons for not Working Full-Time/Full-Year in Gaspésie-Îles-de-la-Madeleine in 2020



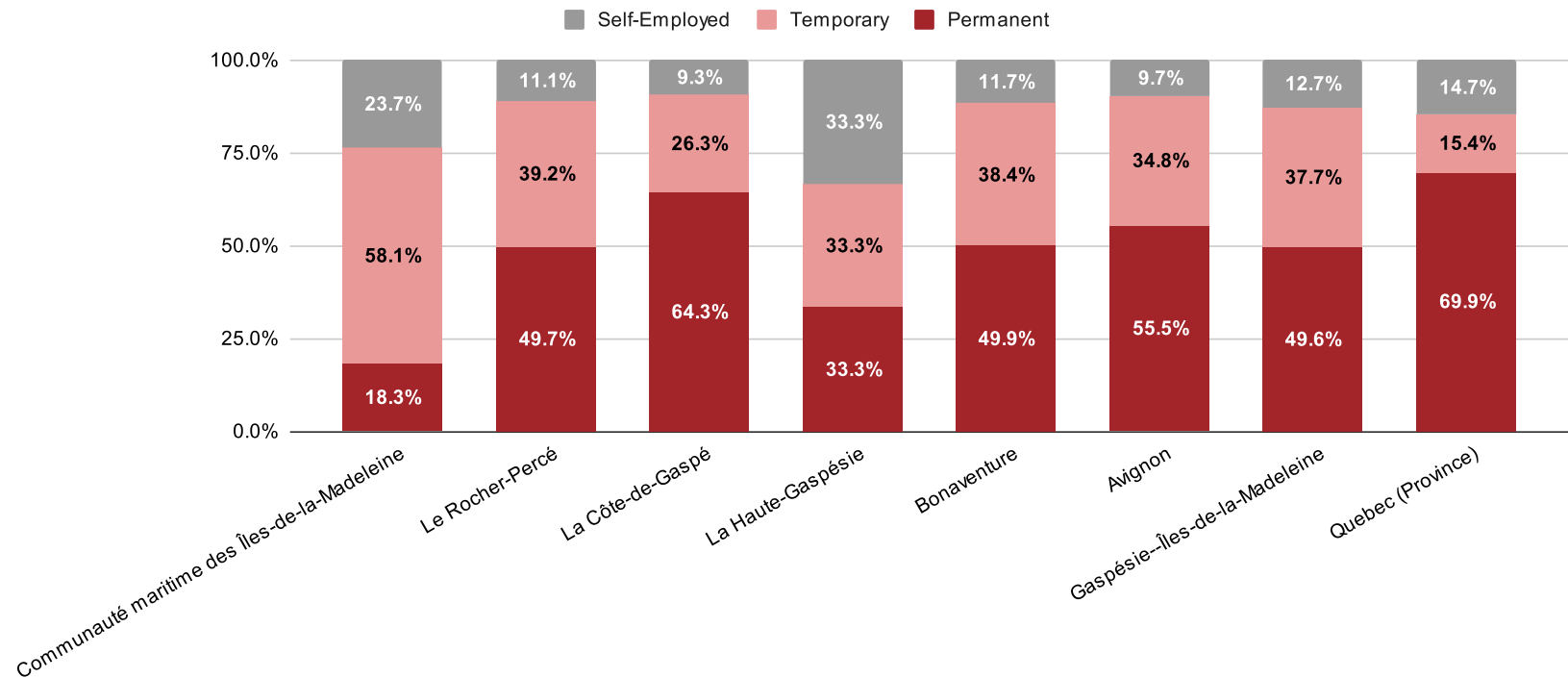
³² In the 2021 Census, Statistics Canada introduced a new questionnaire on why individuals are not working full-time or full year. This questionnaire is applied to people who worked part-time or only part of the year in the reference year.

Types of Workers

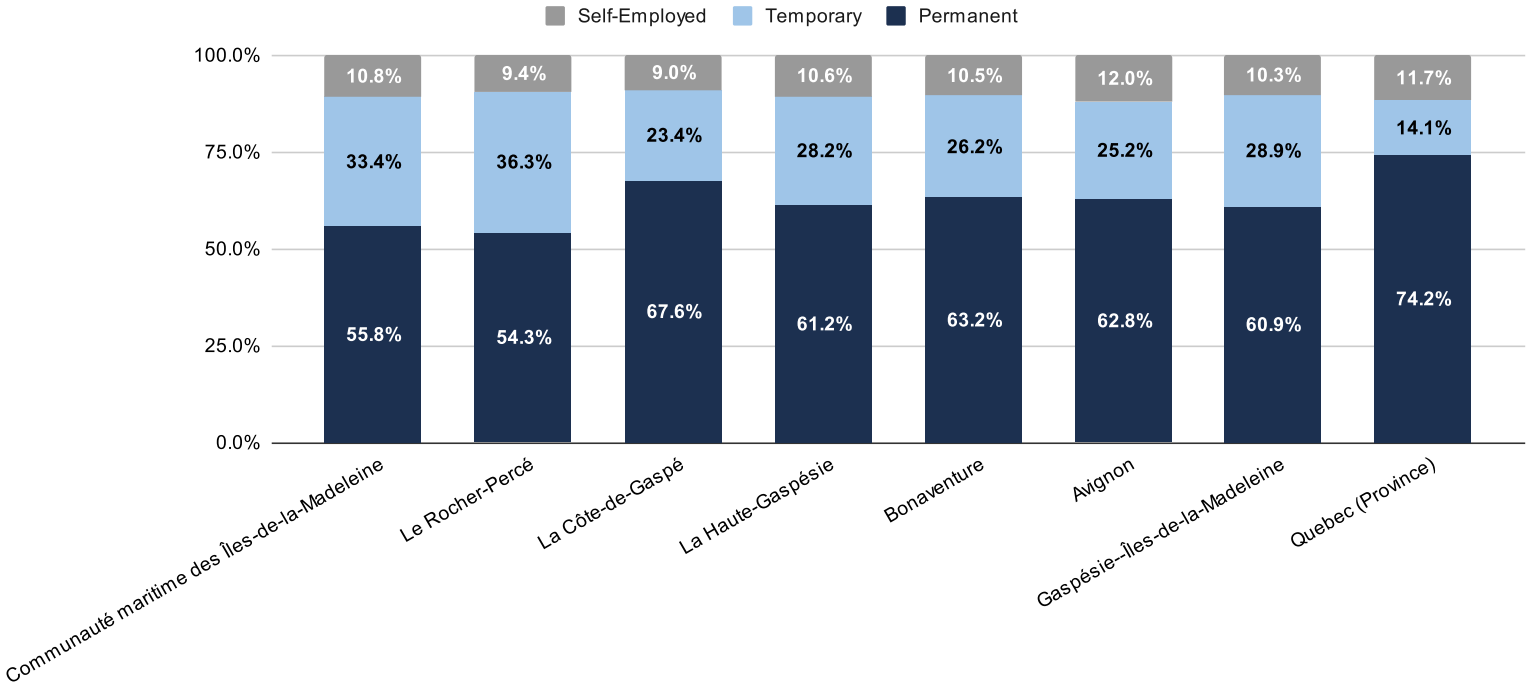
Approximately 37.7% of English speakers reported having a higher share of temporary work compared to 28.9% of French speakers. Roughly half (49.6%) of employed English speakers in the region hold permanent positions, while 60.9% of French speakers hold permanent positions in the same area.

English speakers in Communauté maritime des Îles-de-la-Madeleine (58.1%) reportedly had the highest share of temporary work, while La Côte-de-Gaspé (64.3%) had the highest percentage of permanent workers among the English-speaking population.

Graph 24.a: Type of Workers in Gaspésie-Îles-de-la-Madeleine's English-Speaking Labour Force by RCM



Graph 24.b: Type of Workers in Gaspésie-Îles-de-la-Madeleine's French-Speaking Labour Force by RCM



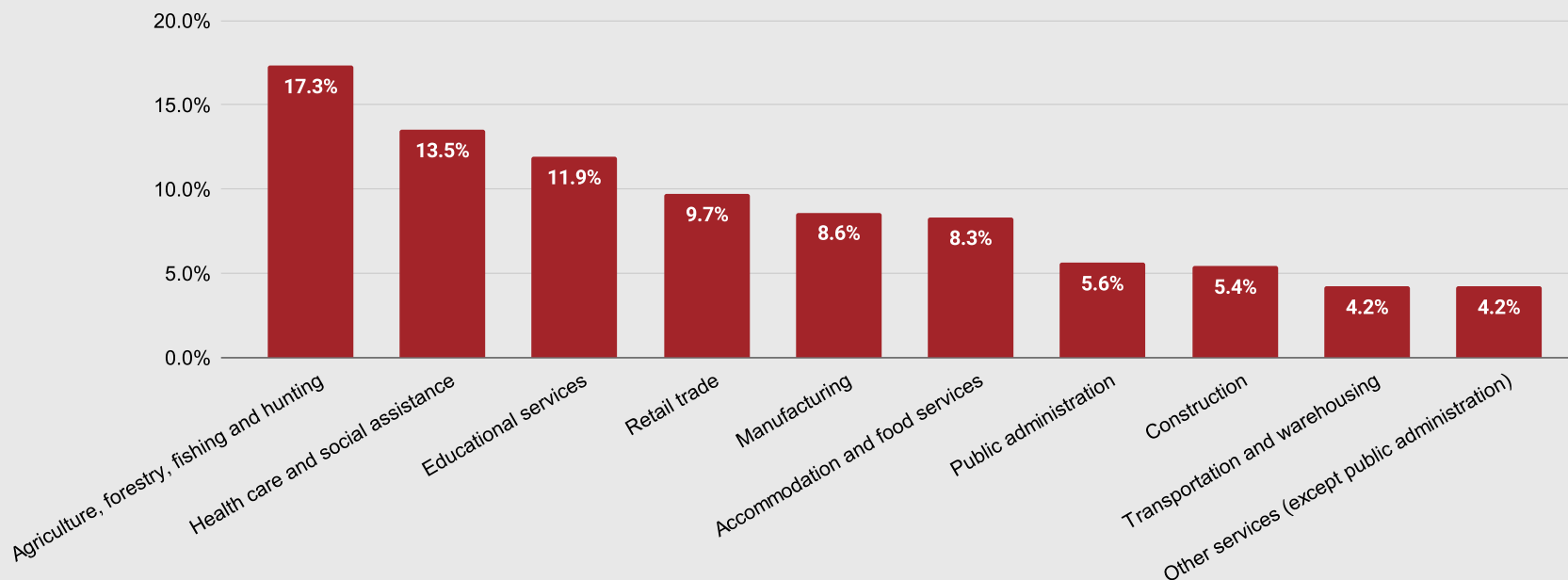
Skills Profile of English Speakers

This section aims to provide a broad skills profile of English speakers in the Gaspésie-Îles-de-la-Madeleine region. There is limited public data available on the skills within the population. Industry, educational attainment, and bilingualism data from the Census provides insight into workers' work experience and professional skills in the labour market.

TOP INDUSTRIES

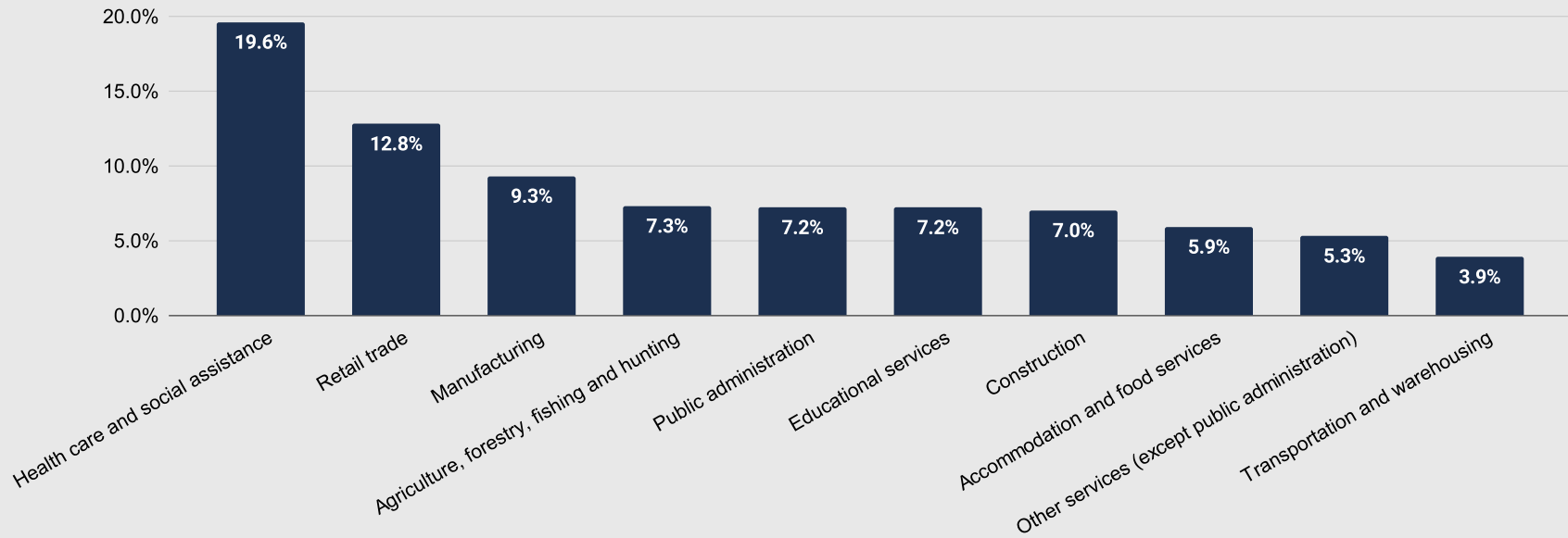
Across the region, the top industries for employment are 'Health care and social assistance', 'Retail trade', and 'Manufacturing'. The highest share of English-speaking workers in Gaspésie-Îles-de-la-Madeleine work in 'Agriculture, forestry, fishing and hunting' where 17.3% of English-speaking workers are employed, followed by 'Health care and social assistance' (13.5%) and 'Educational services' (11.9%).

Graph 25.a: Top 10 Industries of English Speakers in Gaspésie-Îles-de-la-Madeleine



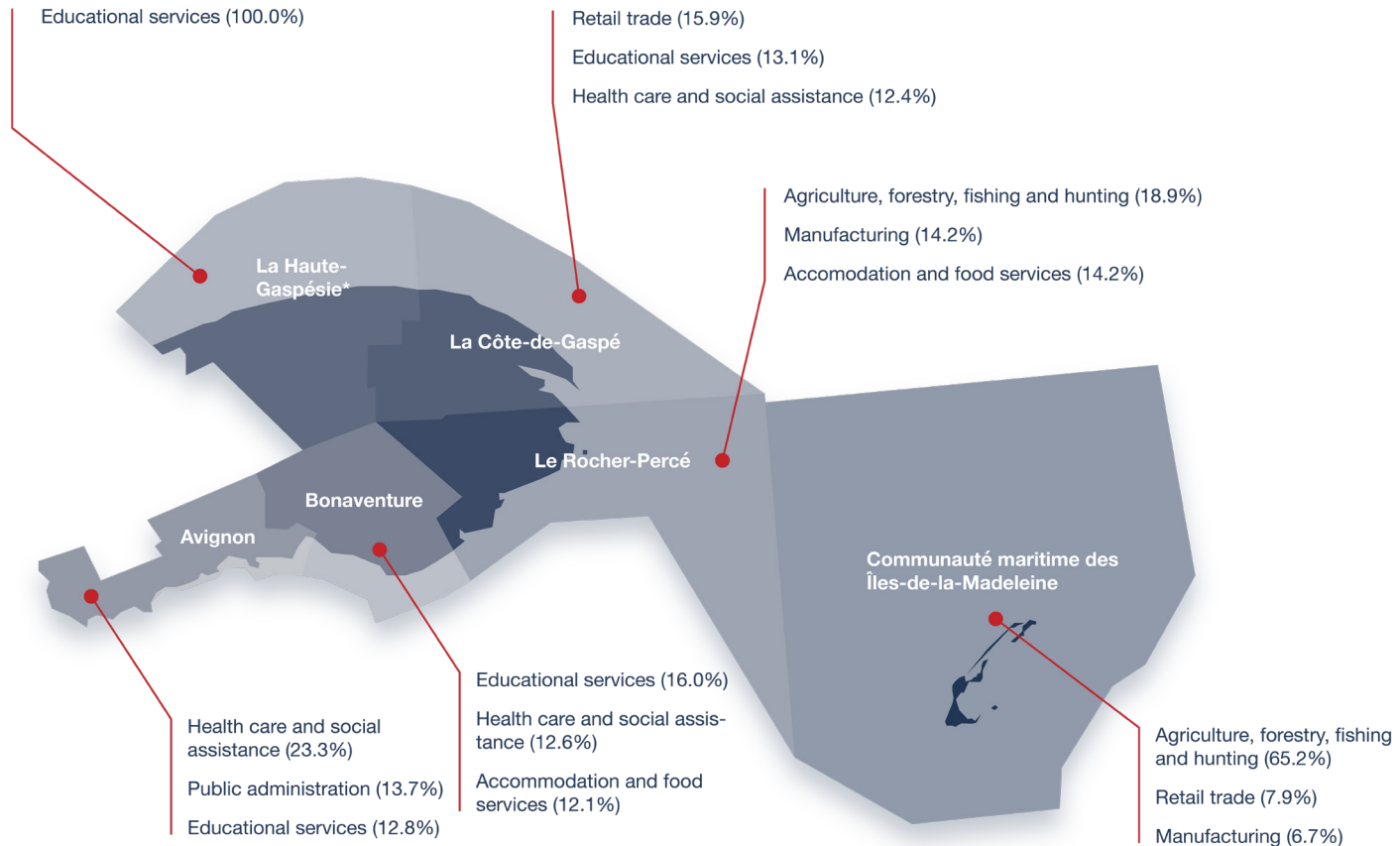
Conversely, 'Agriculture, forestry, fishing and hunting' is the 4th leading industry for French speakers, who have the highest engagement in 'Health care and social assistance' (19.6%), followed by 'Retail trade' (12.8%) and 'Manufacturing' (9.3%).

Graph 25.b: Top 10 Industries of French Speakers in Gaspésie-Îles-de-la-Madeleine



Top Industries of English Speakers by RCM

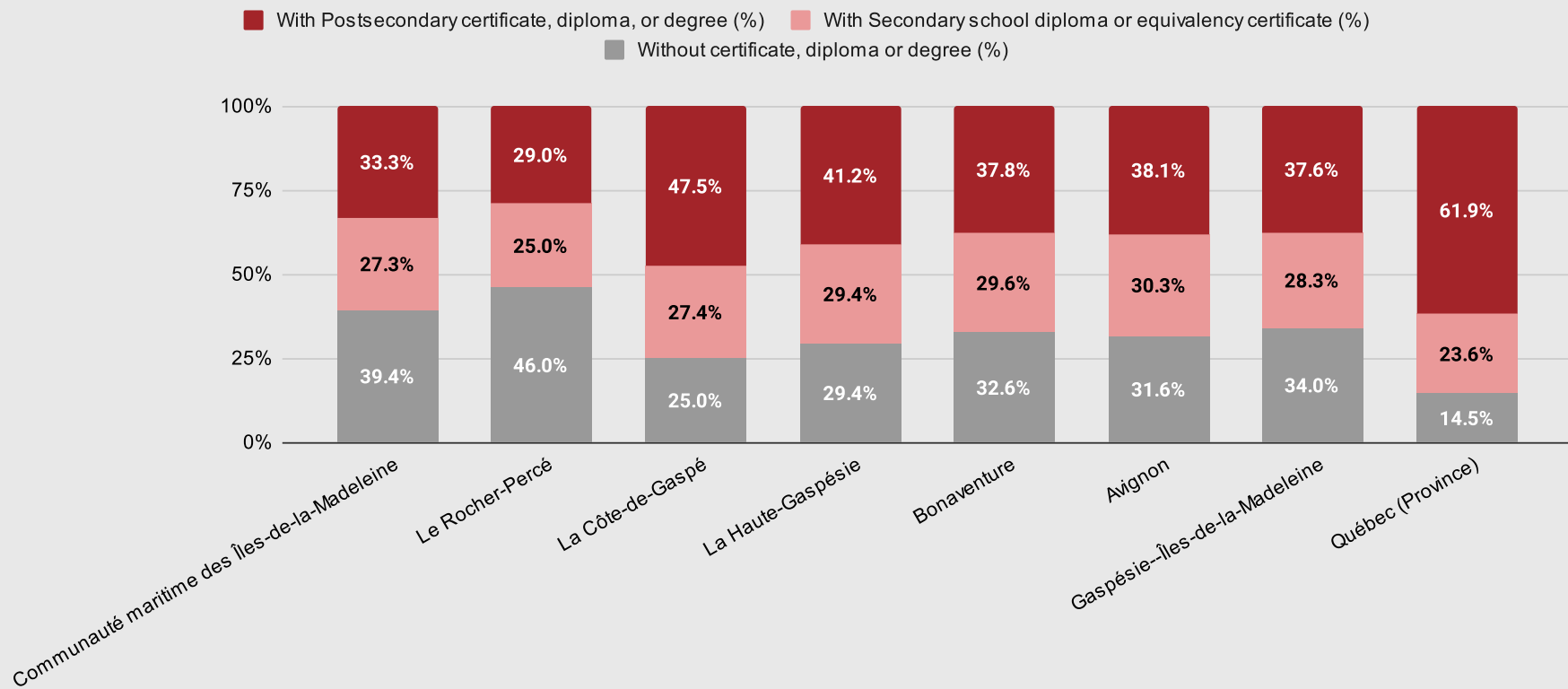
Within the RCMs, English speakers tend to work in 'health care and social assistance', 'Educational services' and 'Retail trade'. Notably, 65.2% of English speakers in Communauté maritime des Îles-de-la-Madeleine work in the 'Agriculture, forestry, fishing and hunting' industry, which is a dominant industry in the RCM.



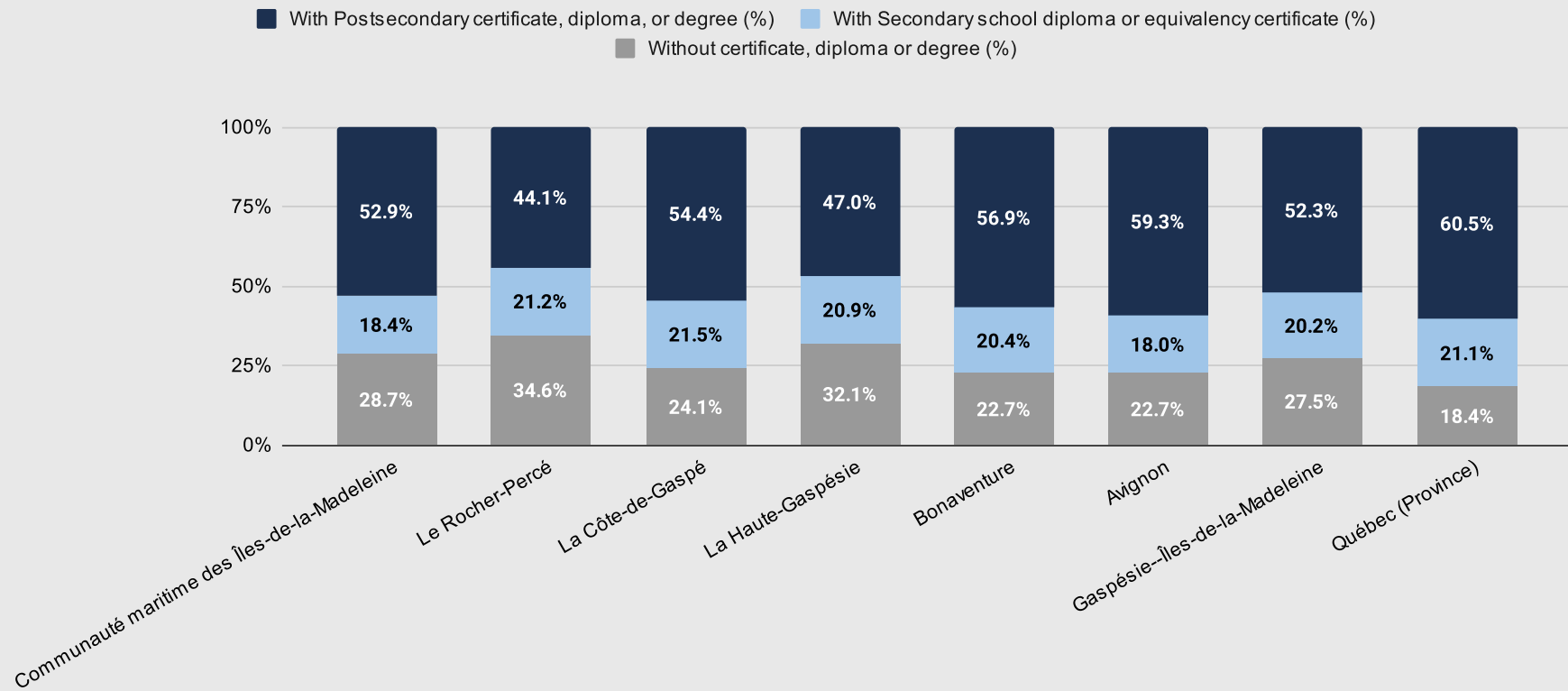
EDUCATIONAL ATTAINMENT

Postsecondary educational attainment rates in Gaspésie-Îles-de-la-Madeleine are significantly lower than those at the provincial level. Over a third of English speakers in Gaspésie-Îles-de-la-Madeleine have a postsecondary degree (37.6%), while more than half of French speakers in the region have attained postsecondary education (52.3%).

Graph 26.a: Educational Attainment of English Speakers in Gaspésie-Îles-de-la-Madeleine by RCM



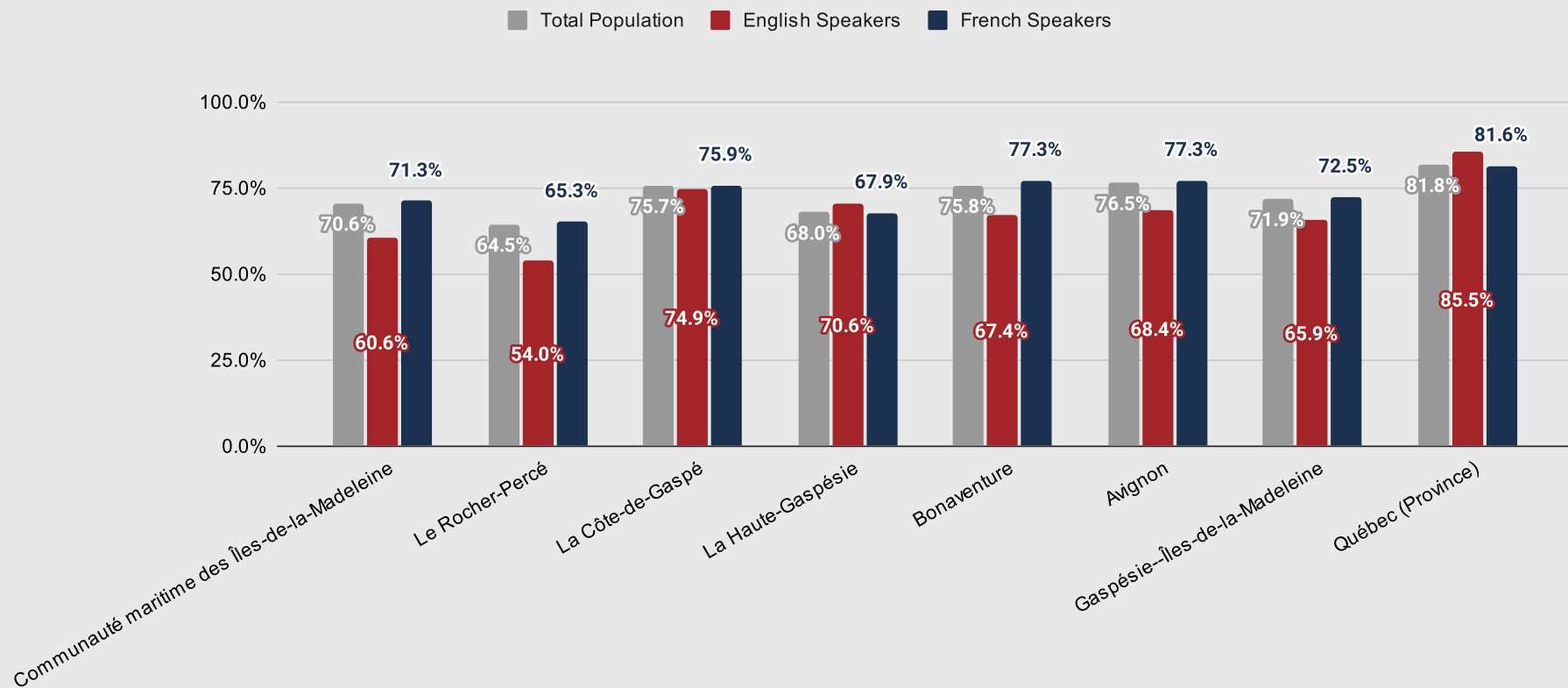
Graph 26.b: Educational Attainment of French Speakers in Gaspésie-Îles-de-la-Madeleine by RCM



Minimum Secondary Educational Attainment

When comparing the rates for secondary education and higher, English speakers in Gaspésie-Îles-de-la-Madeleine have a secondary educational attainment rate of 65.9%, which is lower than that of French speakers (72.5%). Secondary educational attainment levels are highest for English speakers in La Côte-de-Gaspé (74.9%) and lowest in Le Rocher-Percé (54%).

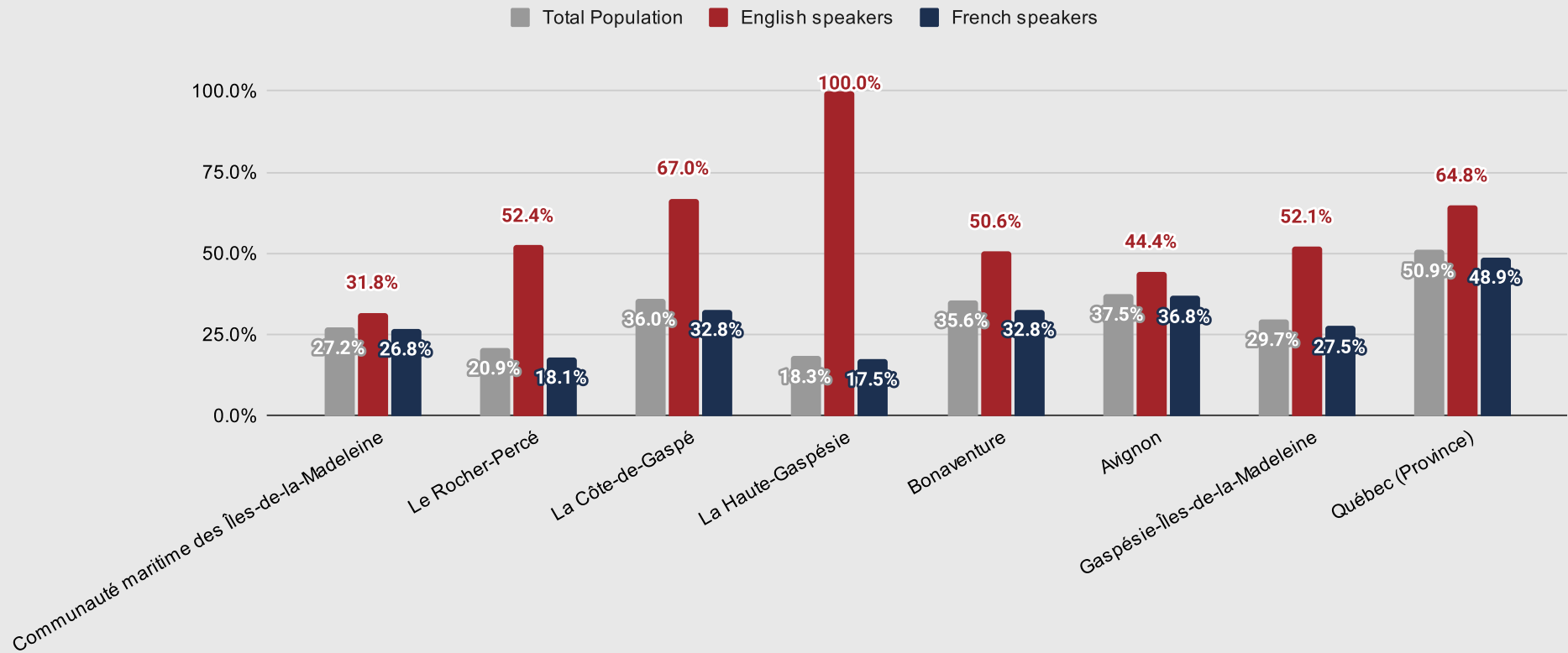
Graph 27: Minimum Secondary Education Attainment in Gaspésie-Îles-de-la-Madeleine by RCM



ENGLISH-FRENCH BILINGUALISM

In Gaspésie-Îles-de-la-Madeleine, English speakers have higher bilingualism rates than French speakers (52.1% compared to 27.5%).³³ English speakers in La Haute-Gaspésie reported the highest bilingual rate, while English speakers in Communauté maritime des Îles-de-la-Madeleine reported a bilingual rate of 31.8%, the lowest among English speakers in the region.³⁴

Graph 28: English-French Bilingualism Rates in Gaspésie-Îles-de-la-Madeleine by RCM



³³ Statistics Canada utilizes the term “knowledge of official languages” in reference to whether an individual can conduct a conversation in English only, French only, in both or in neither language. This is used to measure bilingualism. It should be noted that this metric relies on self-reported data, and primarily measures conversational ability. For this reason, it captures a broad spectrum of bilingualism, ranging from intermediate to full fluency.

³⁴ According to the Census, there are less than 100 English speakers in La Haute-Gaspésie. A population sample size this small impacts the quality and reliability of this data. This should be considered when reading and interpreting these figures.

Issues & Needs

This section provides an overview of the labour market issues and needs among English speakers in Gaspésie-Îles-de-la-Madeleine's labour market based on online focus groups and interviews with individuals from organizations serving English speakers in the region. Interviews were conducted in May 2023. In the same month, we conducted in-person consultations with relevant organizations in order to further identify issues and needs. The participants were questioned on the employment challenges facing English speakers, skill needs and employability needs. Responses were transcribed and sorted thematically to identify key themes.

Skills Needs

Participants emphasized the importance of enhancing the French-language skills of the English-speaking community in Gaspésie-Îles-de-la-Madeleine in order to improve their employability. They noted that reading, written, and conversational French skills are essential competencies for various industries, including manufacturing and public administration. Participants highlighted, however, that there is a lack of accessible French-language training in the region.

“There’s no free or low-cost options in the area. It’s challenging to get French training here.” – Participant

Participants also discussed the need to improve soft skills among some English speakers, particularly those who may not have had the chance to develop these organically through traditional educational and workplace experiences or who did not grow up in environments that promoted the development of traditional workplace competencies.

Lastly, participants identified digital literacy as a sought-after skill in the region, particularly among mature workers. Many individuals aged 40+ work in industries that do not require computer skills (e.g. fisheries), but struggle to navigate online platforms to access services. Participants note that the younger generation has a higher level of digital skills but would still benefit from IT training and digital literacy. They especially highlighted the need for digital skills and soft skills training for English-speaking youth to support their resilience in the labour market, given the uncertainty about the future of the fishing industry in the region.

Training Opportunities

There are no English-language CEGEP or university institutions in the region. A French-language CEGEP offers some English-language programs, but participants indicated that the program options are limited. As a result, English speakers generally leave the region to pursue a CEGEP or university degree, as well as vocational training programs that are not available in the region.

“There’s one program, the tourism program, that people can complete. That being said, it’s going to lead you to low-paying jobs. So if people want higher paying jobs, they have to leave and go to university elsewhere.”

- Participant

Participants from les Îles-de-la-Madeleine indicated that English-speaking youth in their community tend to enter the fishing industry due to the promise of a high income, and the absence of viable educational paths and career alternatives. Those who do wish to pursue higher education must leave the RCM. Montréal, Prince Edward Island (P.E.I), and Halifax are common destinations for higher education among the English-speaking community in les Îles-de-la-Madeleine.

A successful example of a training opportunity in the region is a recently introduced English-language vocational program in heavy equipment operation, which has attracted English speakers and helped to address the local labour shortage in the construction industry. Participants indicated that there is a need and interest in developing more English-language vocational training options in the region in collaboration with the English-speaking communities, local employers and industry representatives.

Some English-language vocational programs, however, face difficulty in enrolling the required number of students to offer programs. This is a common issue in smaller English-speaking communities in the region, resulting in programs being cancelled and impacting the long-term educational opportunities available for English speakers.

Work Opportunities

Across the region, English speakers are most heavily engaged in the fishing industry. English speakers also have high engagement in health care, social assistance, and education industries, although their engagement in health care is significantly lower than that of French speakers in the region. High engagement in the education industry may be related to the lack of French-language proficiency necessary for many jobs in the English-language school board.

Moreover, several of the main industries in which English speakers work, including fishing and tourism, are seasonal in nature. As such, English speakers tend to be unemployed for a large chunk of the year and rely on employment insurance (EI) benefits. Participants indicated that this issue has become well-ingrained in the culture of the English-speaking community in the region. Given the uncertainty about the fishing industry’s future, however, participants expressed concerns about the community’s readiness for potential downturns and the need for a diverse range of work opportunities for English speakers.

At the same time, Gaspésie-Îles-de-la-Madeleine is experiencing a widespread demand for professionals across various fields. For example, some hospitals have several vacant positions for bilingual social workers, but none have been filled due to the shortage of

qualified candidates. There is some support to help English speakers enter into these fields: Dialogue McGill's bursary program provides financial support to English-speaking students pursuing health care careers with the condition that they work in the regions. However, the program's limited capacity does not fully address the needs of Gaspésie-Îles-de-la-Madeleine.

Wraparound Supports

There is low availability of English-language mental health and social services in Gaspésie-Îles-de-la-Madeleine, with extended wait times to see psychologists and social workers. Participants indicated that the low access to English-language services particularly impacts youth and the population's general ability to participate in the workforce.

“....to see a psychologist, there can be a three- four-year wait. We've got youth in crisis here, and to see an English-speaking social worker takes months and months.”

– Participant

English speakers also experience issues related to a lack of housing, lack of public transportation, and lack of childcare, all of which similarly impact their ability to pursue education and employment. Lack of

childcare especially affects women's ability to re-enter the workforce.

Participants also emphasized that the English-speaking community in Gaspésie-Îles-de-la-Madeleine faces distinct socio-economic disadvantages, including lower incomes and education levels that are contributing to generational poverty.

Integration

Participants indicated that highly-educated English speakers in the region often face challenges finding employment in their field and integrating into the labour market, especially those with international or out-of-province credentials that might not be recognized in Québec. The government process for recognizing credentials poses a significant barrier to both the employment of these individuals as well as efforts to address the labour shortages in the region. Furthermore, participants indicated that employers sometimes do not understand international or out-of-province credentials, even when they are recognized by the Government of Québec, and may therefore overlook these candidates.

Participants noted that English speakers from the region who temporarily left to pursue higher education benefit from existing networks when seeking out employment. However, this is more challenging for newcomers, who require more targeted support to ensure they can integrate into the labour market.

Conclusion & Recommendations

In our review of the available data on linguistic groups in the Gaspésie-Îles-de-la-Madeleine region, we found that English speakers tend to have lower rates of labour force participation than French speakers, face higher unemployment rates and lower median incomes. 'Agriculture, forestry, fishing and hunting', 'Health care and social assistance', and 'Educational services' tend to be the leading industries for English speakers to work in. English-speaking women face lower unemployment rates than men but also have lower incomes. English-speaking visible minorities, immigrants and First Nations and Inuit individuals are found to face lower unemployment rates than those of the total English-speaking population, though English-speaking visible minorities and immigrants have lower median employment incomes. There are also disparities found among youth in the region; although English-speaking youth aged 15-24 have higher labour force participation rates than French-speaking youth, their unemployment rates are more than double those of French-speaking youth.

Based on the findings in this employment profile, we offer the following recommendations for regional and provincial policymakers, as well as local stakeholders, with the aim of improving the labour market outcomes of English speakers and linguistic minorities in the Gaspésie-Îles-de-la-Madeleine region:

Increased Funding for Work-Based Learning Programs: Include English speakers as a target underrepresented group in existing work-based learning programs for individuals with difficulties finding long-term employment or acquiring work experience within the region.

- English speakers should be included as a target group in programs that provide wage subsidies to companies that hire the long-term unemployed or those with minimal work experience, such as PRIIME³⁵ and IPOP.³⁶
- Increased funding for employers and organizations to deliver English-language work-based learning and short-term training³⁷ programs. Particular focus should be directed to work-based learning programs that allow English speakers to gain both professional and French-language skills on-the-job.
 - Prioritize bridging programs that facilitate the integration of qualified workers into in-demand occupations.
 - Prioritize programs that focus on digital skills and other soft skills development.
 - Prioritize programs aimed at integrating qualified workers into positions that best suit their specialized skill sets.

Industry-Specific French-Language Training: Provide funding to improve the delivery of workforce-oriented French-language training.

- Increase collaboration and coordination between stakeholders in the English-speaking community, Ministère de l'Emploi et de la Solidarité sociale, Ministère de l'Immigration, de la Francisation et de l'Intégration, the Ministère de l'Éducation du Québec and the Ministère de l'Enseignement supérieur to develop francisation interventions for English speakers.
 - Better promotion and increased access for employers to enroll in subsidized workplace French-language training.
 - Funding for regional organizations and adult education centres already serving English speakers to deliver workforce-oriented French-language training for priority sectors, including health care, social assistance, and the trades.

³⁵ PRIIME refers to Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (Integration of immigrants and visible minorities into employment). The program is designed to support integration into a first job with retention opportunities for newly-arrived immigrants and visible minorities in their field of expertise.

See Ministère de l'Emploi et de la Solidarité sociale. (2023, April 5). 5.10 – Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (PRIIME). Québec. https://www.emploiquebec.gouv.qc.ca/guide_mesures_services/05_Mesures_prog_emploi_quebec/05_10_Programme_PRIIME/Guide_PRIIME.pdf

³⁶ IPOP refers to Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel (Integration into employment for foreign-trained professionals). The program is designed to provide support for professional transition of foreign-trained individuals who are in the process of obtaining their permit to find employment in their field of expertise.

See Ministère de l'Emploi et de la Solidarité sociale. (2023, April 17). 5.10 – 5.10.1 – IPOP : Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel. Québec. https://www.emploiquebec.gouv.qc.ca/guide_mesures_services/05_Mesures_prog_emploi_quebec/05_10_Programme_PRIIME/5_10_1_IPOP.pdf

³⁷ Short-term training programs (STTP) provide extensive training opportunities to new job seekers to help achieve valuable work experience and proficiency in the respective industries.

See Gouvernement du Québec. (2023). Short-term training program to become an orderly in CHSLD and senior housing. <https://www.quebec.ca/en/education/health-social-services-training/short-term-training-program-become-orderly>

Targeted Employment Programs: Adapt and expand existing public employment services, skills training, and employment programs to include English speakers, who are an underrepresented group in the labour market.

- Adapt public employment services, employability programs, and complementary services to the needs of Mauricie’s English-speaking communities by calling on the expertise of regional and provincial organizations that serve English speakers.
- Increase support for online and in-person English-language recognized skills training programs to reach a greater number of English speakers looking to access training opportunities within the region.
- Support employers in adapting practices to attract and retain experienced workers and those who belong to underrepresented groups, including English speakers.
- Simplify the government process for recognizing out-of-province and international credentials and sensitize employers in recognizing and assessing credentials
- Prioritize programs aimed at helping English speakers find employments during off-seasons of seasonal industries

- **English-language vocational training and postsecondary education:** Improve access to English-language vocational training and postsecondary education programs within the region.
- Increase availability of vocational training and postsecondary education opportunities within the region’s English language school boards.
- Improve access to online and distance learning opportunities for English speakers in the region.

Tackle issues related to outmigration from the region: Strengthen partnerships with local organizations serving English-speaking communities to tackle outmigration and retention issues.

- Establish targeted programs for English-speaking youth in the region facing unemployment to connect them to training opportunities and employment opportunities.

References

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