

Proposal for including English-speaking Quebecers in the: Programme d'accès à l'égalité en emploi (PAÉE)



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1) Historical background of the Commission des droits de la personne et de la jeunesse (CDPDJ)

The *Quebec Charter of Rights and Freedoms* was adopted by the Quebec Government in 1975.

- **Article 10** of the Charter prohibits discrimination based on gender, ethnic and racial origin, **language**, age, sexual orientation, physical and mental handicap, etc.
- **The Director and 12 Members** of the ' **Commission des droits de la personne et de la jeunesse** ' (CDPDJ) are elected by the Quebec Government to apply the anti-discrimination provisions of the *Quebec Charter of Rights and Freedoms*.
- A **first** mandate of the **Commission** is to receive complaints by citizens & youths who have been victim of discrimination based on criteria listed in **article 10** of the **Charter**

2) Historical background of the **Programme d'accès d'égalité en emploi (PAÉE)**

- In line with its **anti-discrimination** goals, the ***Employment equity program (PAÉE)*** was implemented in 2001 to ensure equal employment opportunities for **under represented groups** within the Québec Public Administration. The *Commission des droits de la personne et des droits de la jeunesse* was mandated to apply the PAÉE by the Québec Government (CDPDJ, 2023)
- To this day five designated groups have benefited with better representation in the Quebec Public Administration. These are:
 - **1. Women;**
 - **2. Visible minorities;**
 - **3. Ethnic minorities/Allophones;**
 - **4. Indigenous people;**
 - **5. Handicapped persons .**

3)Tableau 1 : Résultats du programme d'accès d'égalité en emploi (PAÉE) en 2009 et 2022. (CDPDJ, 2023) .
 Mother tongue anglophones make-up 10% of Québec population in 2021 but only 1% of employees in Quebec Government

Minorités ciblées par le PAÉE dans les organismes publics du Gouvernement du Québec	2009		2022		2022	
	Total des employés en poste : 338 342		Total des employés en poste : 774 153 + Santé & services sociaux en 2020		Indicateur cible des minorités à pourvoir en %	
	Nombre et % des minorités en poste : PAÉE 2009		Nombre et % des minorités en poste : PAÉE 2022		Cibles des minorités en %	Écart à pourvoir en %
Femmes	182 386	53,9 %	507 998	68,3 %	69,0 %	0,8 %
Autochtones	1 061	0,3 %	3 298	0,4 %	1,6 %	1,2 %
Minorités visibles	9 133	2,7 %	83 139	11,2 %	16,8 %	5,6 %
Minorités ethniques (allophones)	10 357	3,1 %	27 272	3,7 %	6,8 %	3,1 %
Personnes handicapées	N.D.	N.D.	6 574	0,9 %	10,6 %	9,6 %

4) This paper proposes to include Quebec Anglophones as a 6th group targeted within the **Quebec Employment equity program**.

- In their QUESCREN Research paper, **Cooper, Donovan & O'Donnell (2019)** noted that Quebec Anglophones were not included in the 2001 Quebec Employment Equity Program.
- Traditionally, **Anglophone candidates** were more likely to join employment in the **Federal** Public Administration than in the **Quebec** Administration.
- Based on 2021 census, only **1%** of Quebec Public servants are Anglophones though **mother tongue anglophones** represent **10%** of the Quebec population.
- Also, based on **first official language spoken** (FOLS), only **3.3%** of Quebec Public servants are **Anglophones** though they represent **13,7%** of the Quebec population in the 2021 census.

5) This paper proposes to include Anglophones as a 6th group within the Quebec Employment equity program .

- **Who is an Anglophone ?**

- **1.** As in the Canadian Census, **Quebec anglophones** can self declare as **Anglophones** based on their **English Mother tongue (L1)**.
- 2.** Or Quebec Anglophones can self declare as **Anglophones** based on their **First official language spoken (FOLS)** which combines: **mother tongue (L1) + knowledge of English + English language spoken most often at home = FOLS**

6) Demolinguistics and Language laws in Quebec

- The Charter of the French language (Bill101) was adopted by the Parti Québécois government in 1977 enshrining the status and use of the French language in Québec.
- Population based on *First official language spoken* (FOLS) in 2021 census:
French FOLS= 82.2% = 6,909,570 persons ;
English FOLS= 13% = 1,088,820 persons.
- (FOLS = L1 + knowledge+ language spoken most often at home)

By the 2021 Census, other language laws adopted by Quebec Governments succeeded in having **96% of the Quebec population** declaring a **knowledge of French** sufficient to hold a conversation (Corbeil, Marcoux & Piché 2023)

7) Candidates for Quebec government jobs must successfully pass required *professional qualifications* that include *proficiency test in French*

Census data shows that **French-English bilingualism** was more prevalent amongst English mother tongue (Anglo) than French mother tongue (Franco) speakers in Quebec:

1971: **Anglo = 37.1 %**; **Franco = 25.5%**;

2001: **Anglo = 65,9%**; **Franco = 37.7%**

2021: **Anglo = 71,0%** **Franco = 42.2%**

- 2021census: **85.5%** of L1 **Anglophones** have a **post-secondary degree**, compared to L1 **Francophones** : **81.6%**

8) What indicators can we use for including **Quebec Anglophones** as a **6th vulnerable group** within the **Quebec Employment Equity Program (PAÉE) ??**

- We can monitor **disadvantages of Anglophone minority** compared to Francophone majority based on:
 1. Annual median Income
 2. Unemployment Rate
 3. Poverty Rate
 4. Being the victim of discrimination including '**Linguicism**'
 5. Anglophone perceptions they do not have equal access to Quebec Government Jobs

9) Annual Income of Francophone majority (FOLS) is higher than Anglophone minority in Quebec by 21st century. (PERT, 2023a, based on Canadian census , 2021)

- Anglophone median income is less than Francophone majority (FOLS) per year in :
- 2011 census: **Anglo = \$ 27,213**; **Franco = \$ 29,432**
- 2021 census: **Anglo – 32,000\$** ; **Franco =\$ 37,200**
- In 2021 census, this is the case in 15 of the 17 administrative regions of Quebec

Régions administratives	Revenu médian annuel d'emploi de la :	
	Minorité anglophone	Majorité francophone
Province de Québec	32 000 \$	37 200 \$
Gaspésie—Îles-de-la-Madeleine	22 800 \$	29 400 \$
Bas-Saint-Laurent	27 800 \$	32 400 \$
Capitale-Nationale	35 200 \$	40 400 \$
Chaudière-Appalaches	38 800 \$	37 600 \$
Estrie	28 000 \$	33 200 \$
Centre-du-Québec	31 200 \$	33 600 \$
Montréal	36 400 \$	39 200 \$
Montréal	30 000 \$	35 600 \$
Laval	34 800 \$	37 600 \$
Lanaudière	36 000 \$	37 200 \$
Laurentides	31 000 \$	36 000 \$
Outaouais	40 400 \$	42 000 \$
Abitibi-Témiscamingue	34 800 \$	40 000 \$
Mauricie	28 800 \$	32 000 \$
Saguenay-Lac-Saint-Jean	41 600 \$	34 800 \$
Côte-Nord	28 400 \$	39 600 \$
Nord-du-Québec	28 600 \$	48 400 \$

11) Quebec Unemployment rate (Pert, 2023a, based on Canadian census, 2021)

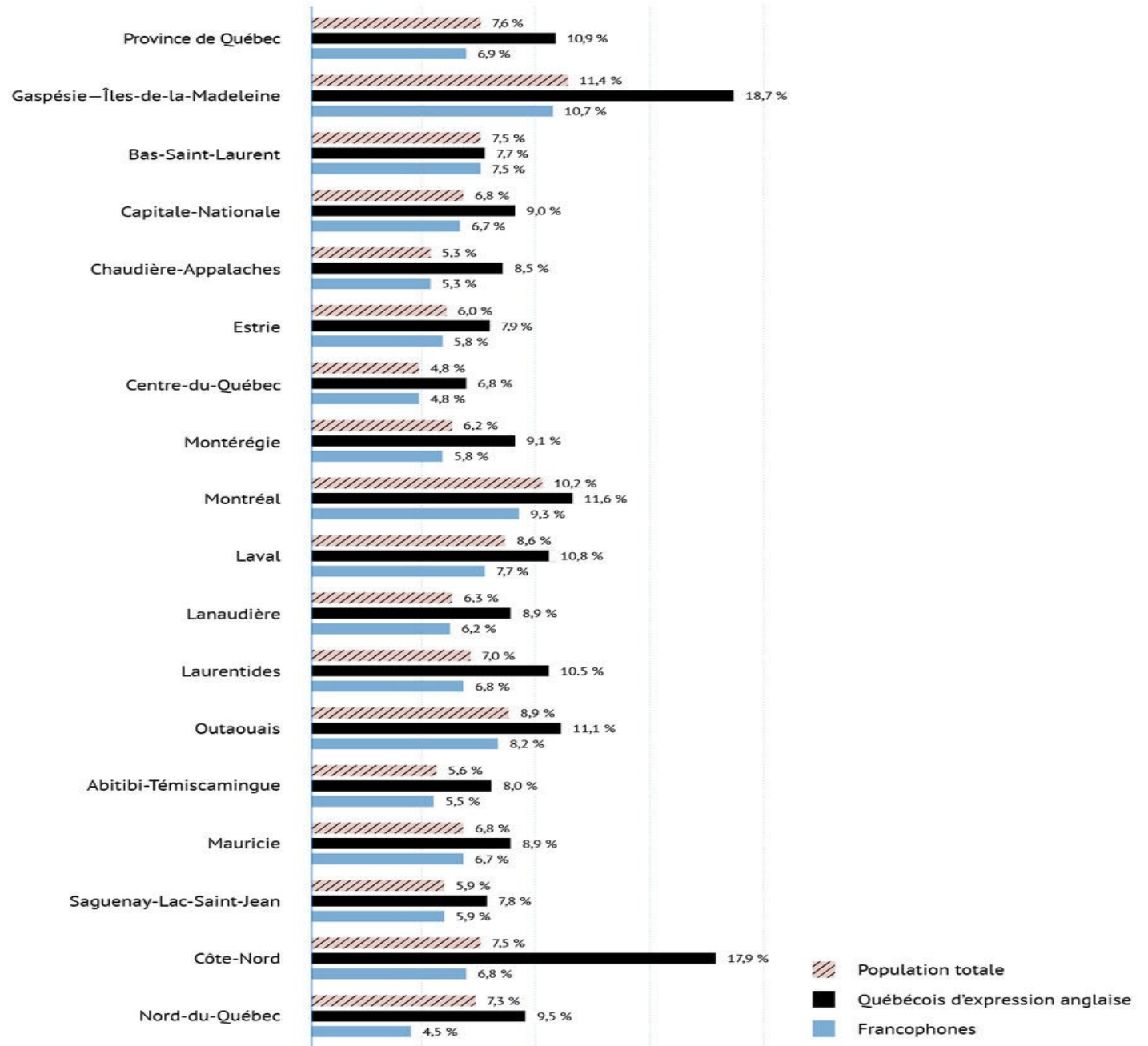
Unemployment rate in 2021

Quebec Province : 7.6%

Anglophones (FOLS): 10.9%

Francophones (FOLS): 6.9%

Anglophones have higher unemployment rate than Francophones in each of 17 administrative regions of Quebec



12) **Quebec Poverty Rate** (PERT 2023b, based on Canadian census, 2021)

Poverty rate (SFR: Seuil de faible revenu)

SFR = Income level at which a person spends a greater share of his income than the general population for basic necessities such as food , lodging and clothing .

Poverty rate of:

Anglophones (FOL) : 8.9%

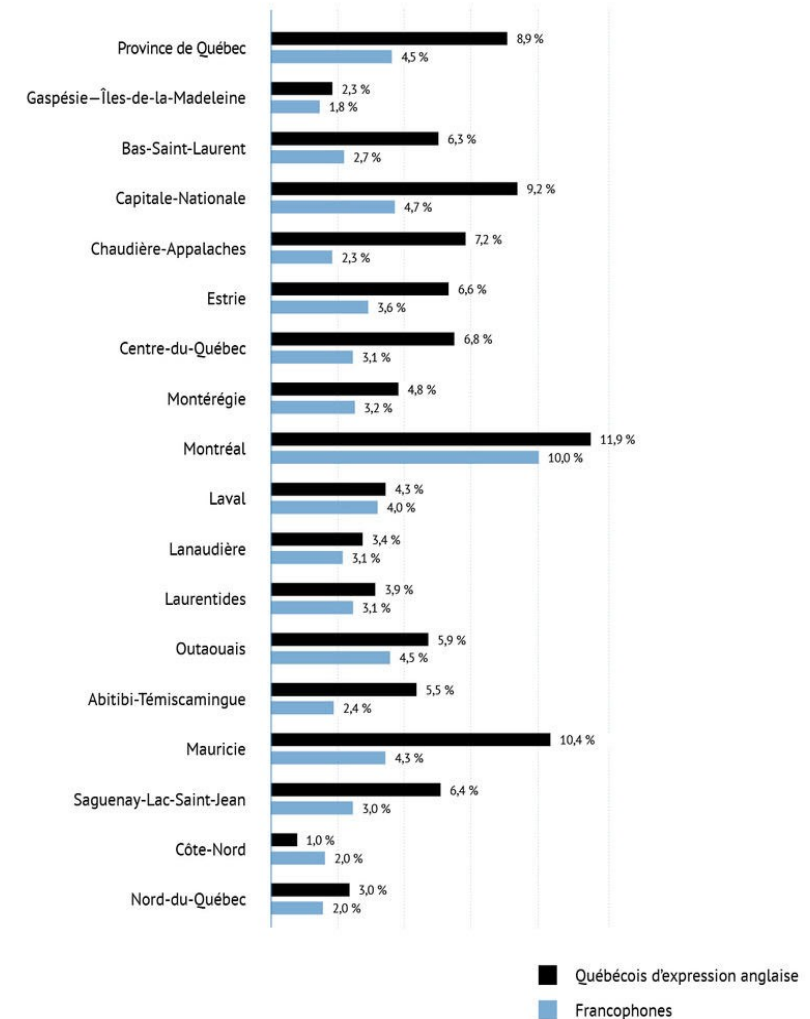
Francophones (FOL): 4.5%

Anglophones have a higher poverty rate than Francophones in 16 of the 17 administrative regions of Quebec.

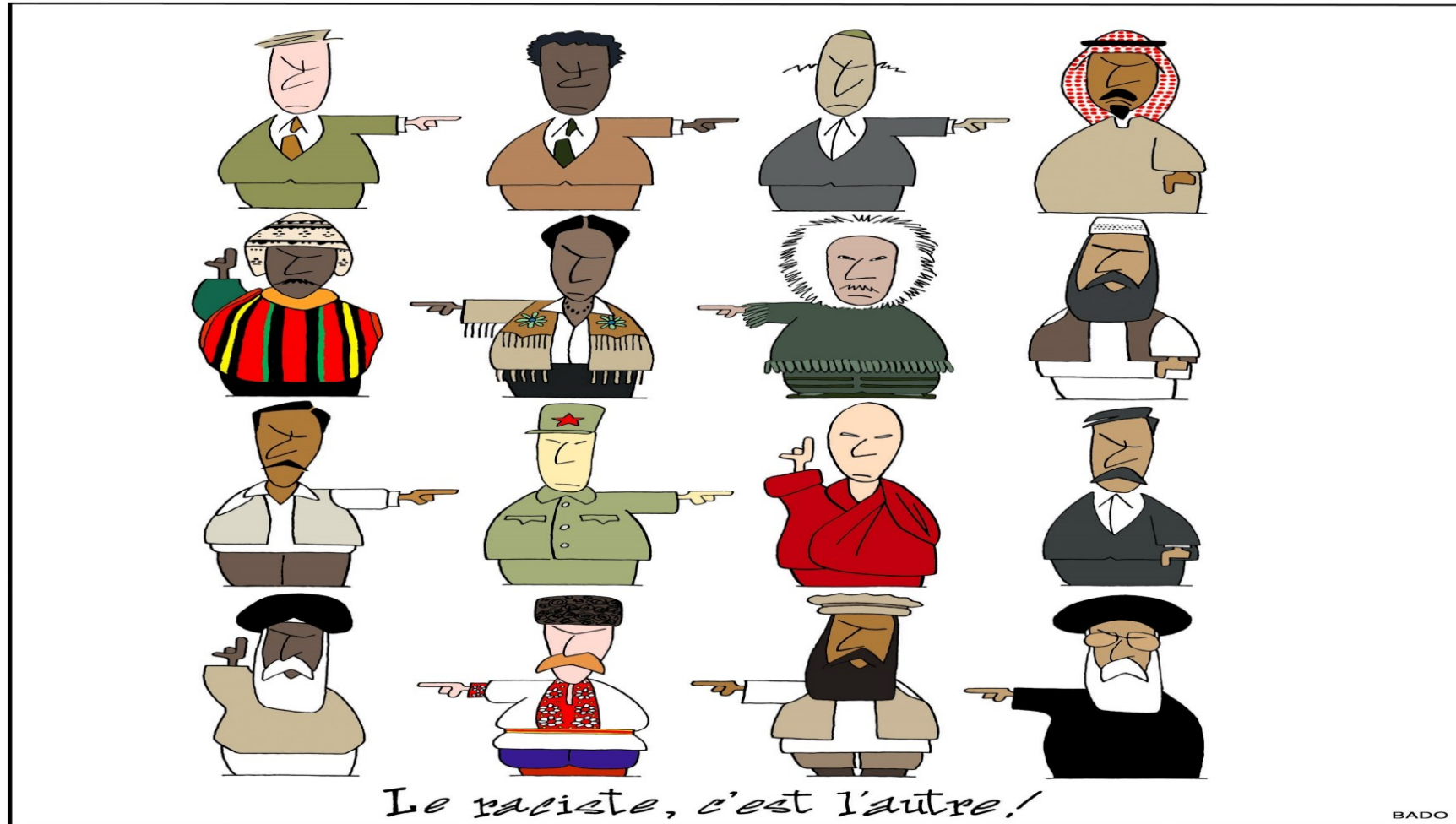
Montreal: **Anglophones : 11.9%** ; **Francophones :10%**

Estrie: **Anglophones : 6.6%**; **Francophones: 3.6%**

Québec capitale nationale: **Anglophones: 9.2%**; **Francophones: 3.1%**



13) In Canada, as elsewhere in the world, discrimination remains a pervasive phenomenon that is corrosive for its victims and ultimately dehumanising for its perpetrators (Berry, in Bourhis 2020)



- **14) Discrimination** is favouritism towards members of our own group and often a negative behaviour aimed at members of an outgroup that is a target of our prejudice (Bourhis 2021).
- When discrimination targets **ethnic** outgroups, we call it **racism**.
- When discrimination targets **women** or men we call it **sexism**
- When discrimination targets younger or **older** persons we call it **ageism**
- When discrimination targets outgroups that speak a different **language** or **accent** we call it **linguicism**
- **Institutional linguicism** may occur when a language majority enacts language laws that impose restrictions or unfair treatment on targeted **language minorities** (Bourhis & Mass, 2005; Bourhis & Carignan, 2010; Skutnabb-Kangas, 2000).

15) To monitor discrimination and linguisticism we use results of the **Ethnic Diversity Survey (EDS)** *conducted by Statistics Canada & Canadian Heritage & Citizenship & Immigration*.

- Over **42,476** telephone interviews were conducted with stratified sample of Canadian people age 15 or more, living in 10 provinces and in major cities including Montreal, Toronto, Vancouver (76% response rate) (Reitz, Breton & Dion, 2009).
- **EDS** included **33 %** of respondents representing **English Canadians** of British origin & **French Canadians** of Québécois, Acadians & Franco-Ontarians origin (**N=14,158**).
- **EDS** included **67%** of respondents of ethnic backgrounds including 1st, 2nd & 3rd generation immigrants from Europe and from, Asia, Africa & South America (**N= 28,318**).
- The telephone survey was conducted in English, French and 15 heritage languages. It covered 12 themes including issues of **discrimination**. Cost: \$7million
- **We discuss EDS results focussing on respondents who experienced discrimination** (Bourhis, Helly, Montreuil & Jantzen, 2017)

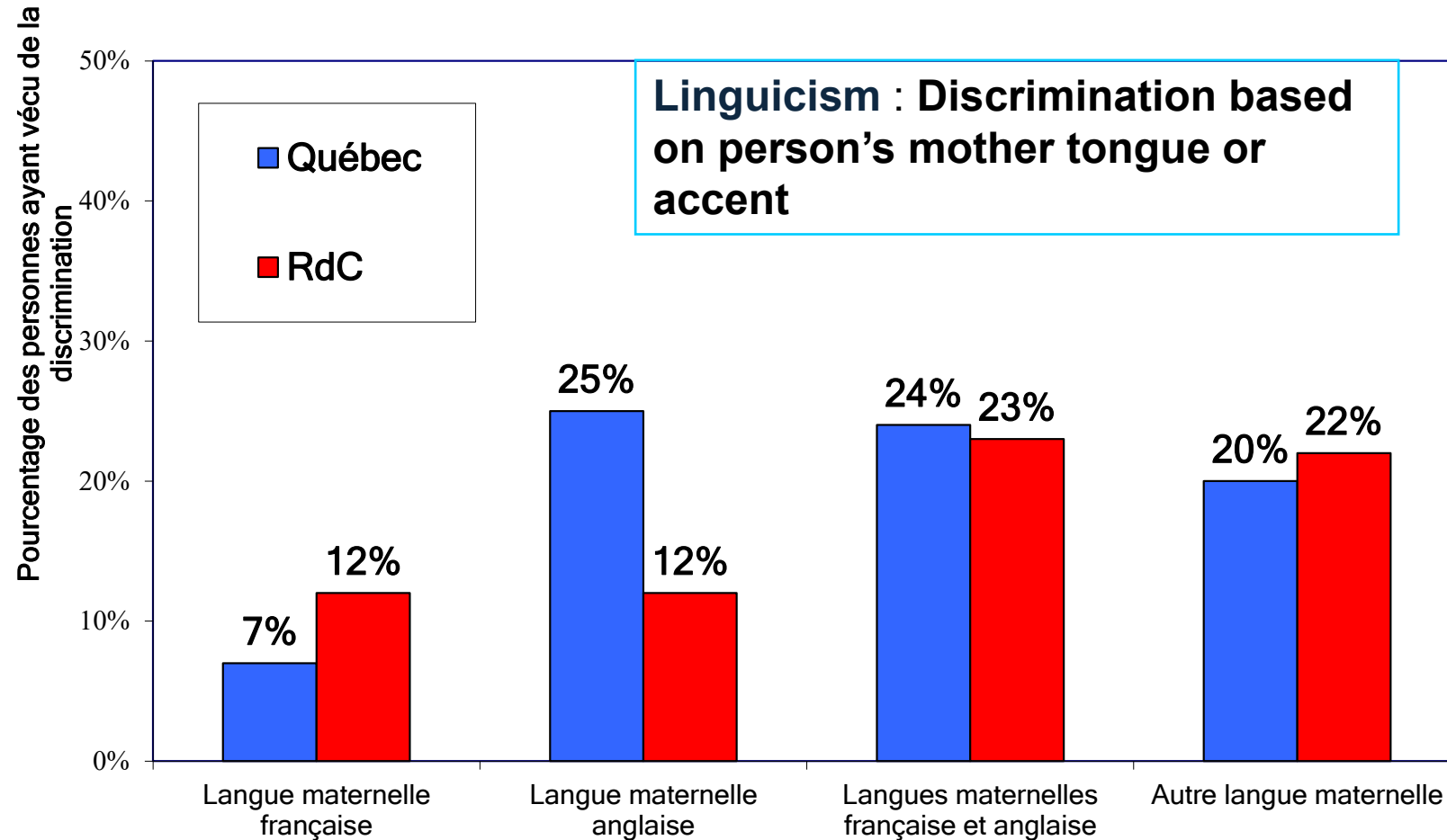
16) First question on Discrimination in EDF Survey

- « Discrimination may happen when people are treated unfairly because they are seen as being different from others. In the past five years , do you feel that you experienced discrimination or been treated unfairly by others in Canada because of your ethnicity, culture, race, skin colour, language, accent or religion ? »

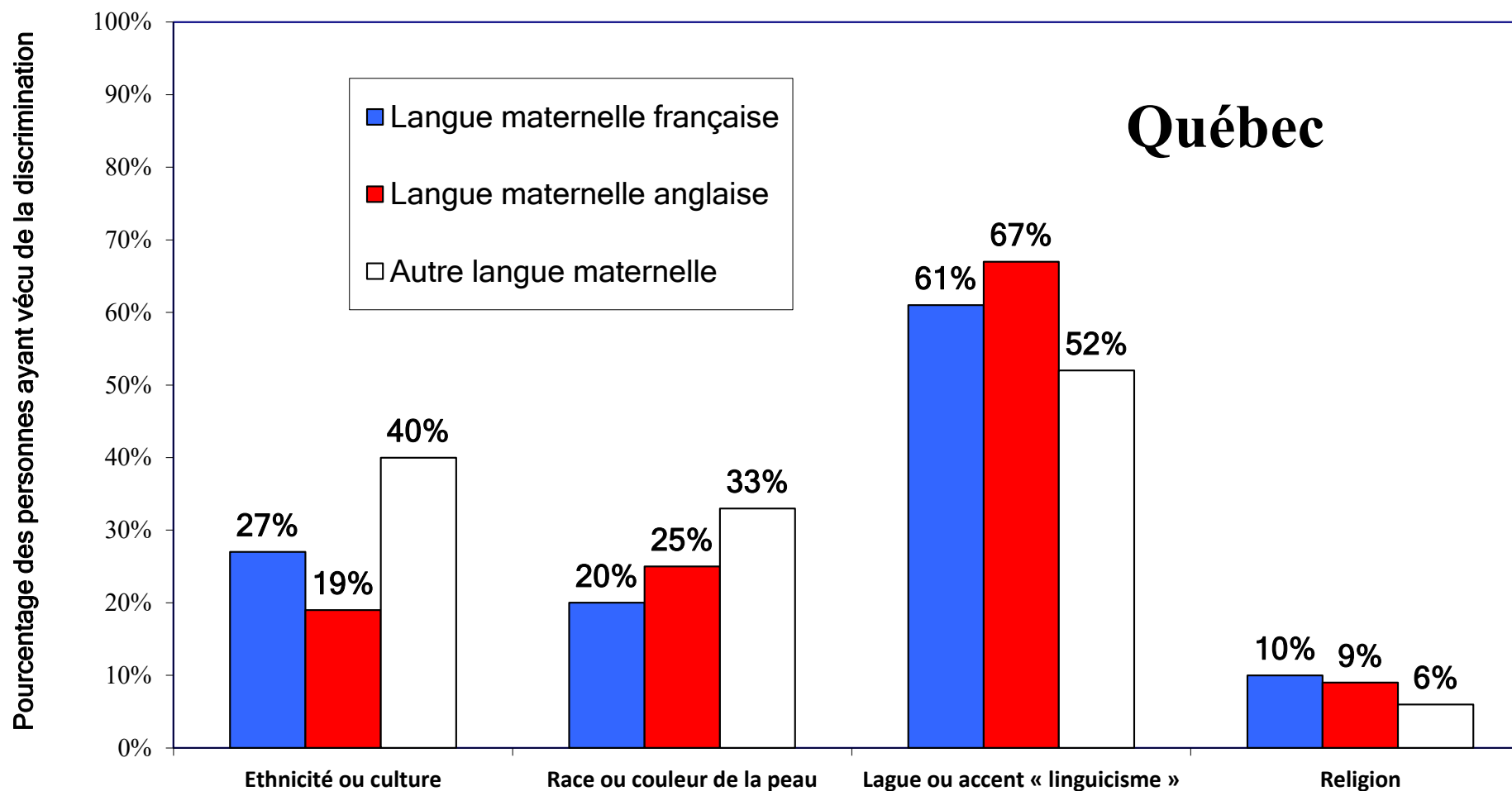
Yes:_____ ; No: _____

- For the 42,476 Canadian respondents : **8% of men & 7% of women** said they had experienced discrimination in the past five years.
- Also, **20% of 'visible minorities'** of different ethnic origin said they experienced discrimination compared to **5% of white respondents of English & French Canadian background.**

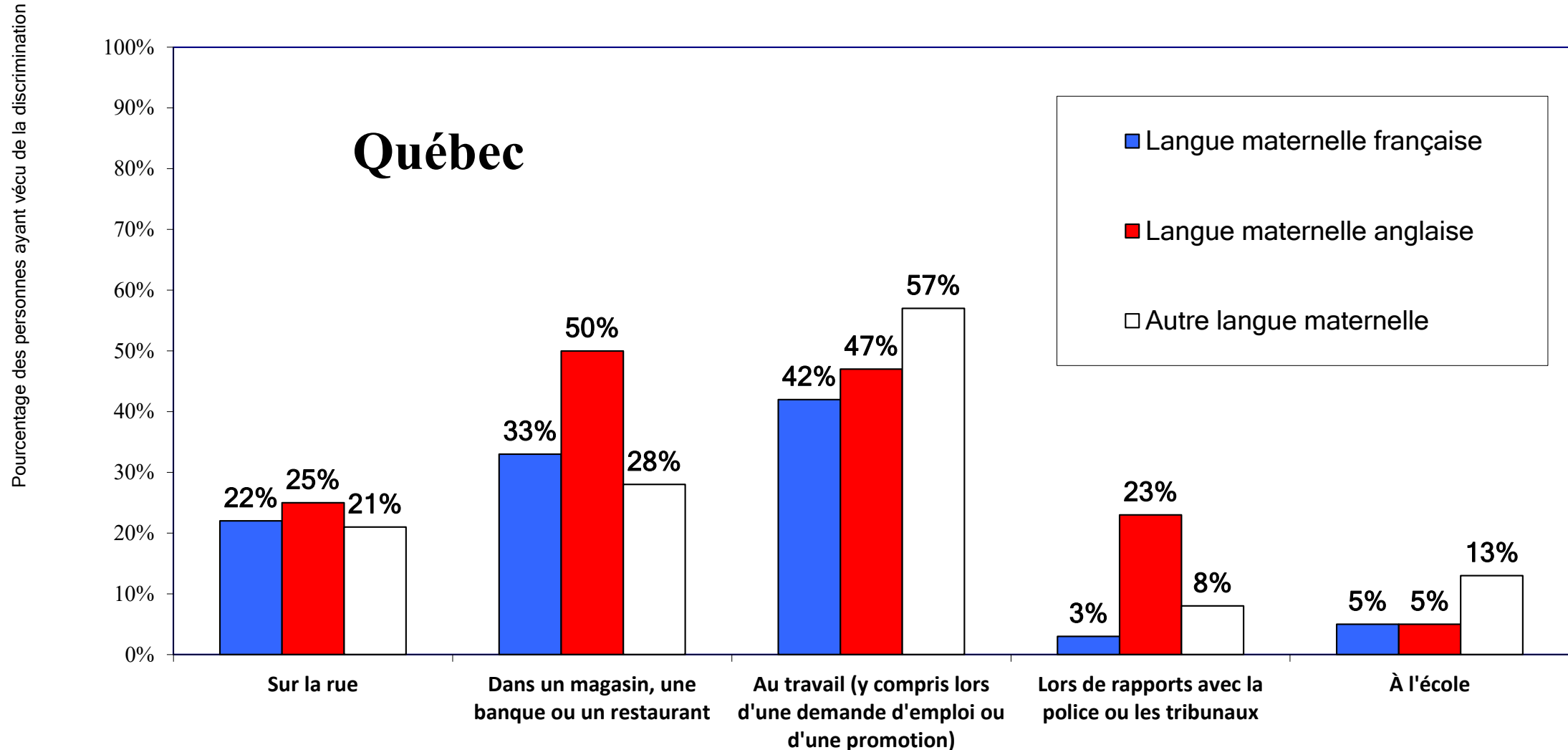
17) **Discrimination** reported by number of Francophone and Anglophone respondents (in %) based on their **mother tongue** in **Québec** and in the **rest of Canada ROC**, (Bourhis et al. 2007).



18) Linguicism is main reasons for being victim of discrimination reported by Francophone (61%), Anglophone (67%) and Allophone (52%) mother tongue (L1) respondents (in %) in Québec. (EDS) (Bourhis et al., 2007)



19) **Places and situations** reported by number of **Francophone**, **Anglophone** & Allophone L1 respondents (in %) who reported they had been victim of discrimination in **Quebec**. (EDS; Bourhis et al., 2007)



20) **CHSSN –Crop survey with representative sample of Quebec Anglophones on their perceived equal access to jobs in Quebec Government (Jedwab, 2012)**

Do you beleive that **Anglophones** have **equal access** to jobs with the **Government of Quebec** ?
When considering yourself :

English as mother tongue :	YES = 15.2%	No = 76.2%
English as home language:	YES = 16.5%	No = 75.6%
Language Identification as Anglophone	YES = 15.2%	No = 77.2%
English as language of work or school	YES = 16.2%	No = 78.0%

Do you beleive that **Anglophones** have **equal access** to jobs with the **Government of Canada** ?
When considering yourself as:

English as mother tongue :	YES = 37.9%	No = 57.8%
English as home language:	YES = 39.7%	No = 56.0%
English language Identification as Anglophone	YES = 37.8%	No = 58.4%
English as language of work or school	YES = 45.5%	No = 50.1%

At time of study in 2002, there were 394 Anglophones employed in the Quebec public service representing **0.7%** of the total employees .Members of cultural communities represented only **2.3%** of the Quebec public service a total of 1,328 employees. « **Anglophones and cultural communities share in common their non-inclusion in the Quebec public administration, the biggest employer in the province** » Jedwab, 2012, pp.123

21) Are Anglophone minority disadvantaged compared to Francophone majority in Quebec ? YES

1. Anglophones have lower annual median income : **YES**
2. Anglophones have Higher unemployment rate: **YES**
3. Anglophones have Higher Poverty Rate: **YES**
4. Anglophones feel they are being victim of Linguicism: **YES**
5. Most Anglos experience discrimination at work & in stores: **YES**
6. Most Anglophones perceive they dont have equal access to Quebec Government Jobs: **YES**

Therefore it is recommended that Anglophones be included as a 6th minority group within the Employment Equity Programme (PAÉE) of the Québec Government.

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THANK YOU
GRACIAS GRAZIE
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Obrigado Trugarez

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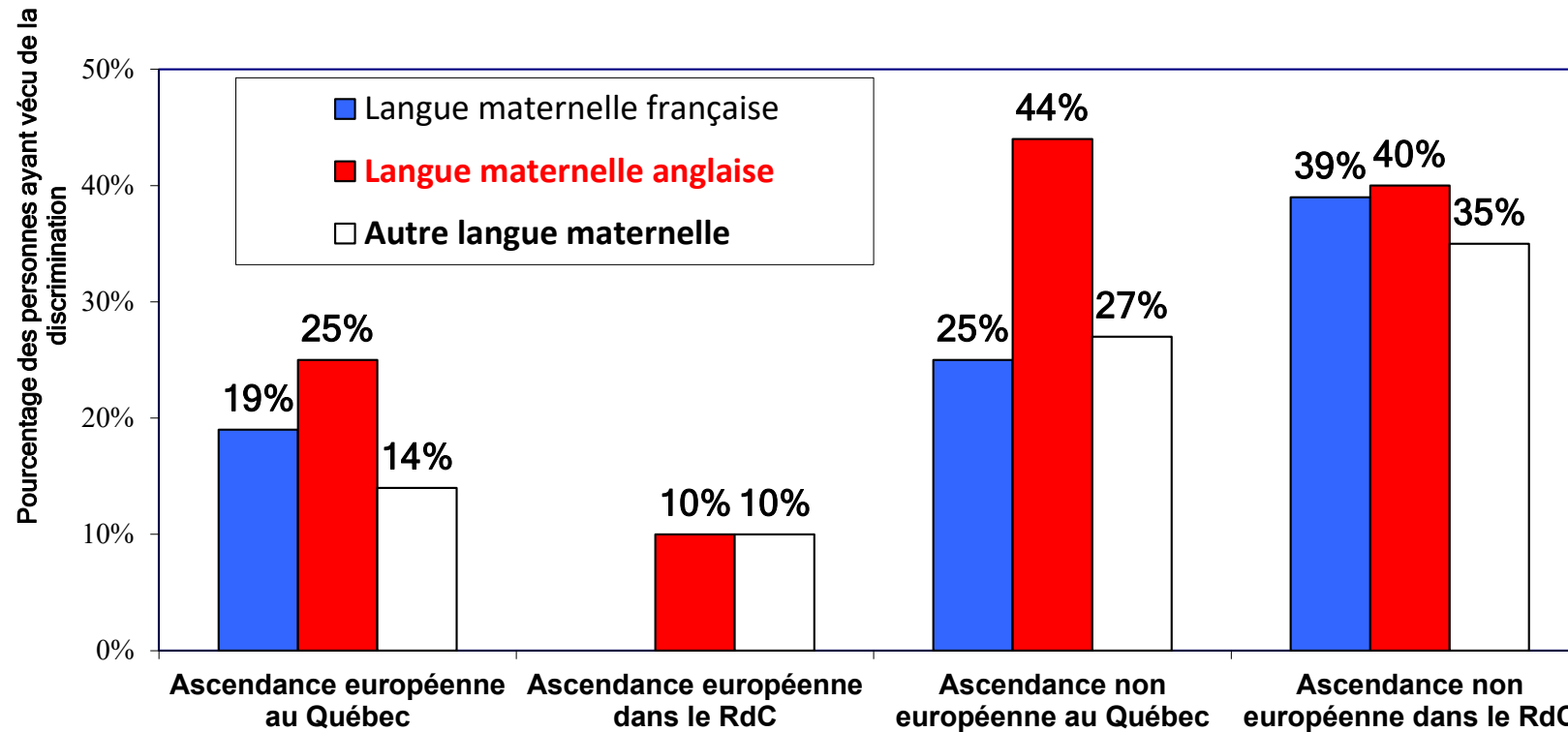
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Discrimination (%) reported by number of respondents (in %) based on their **ethnic ancestry** and their **mother tongue** in **Québec** and **ROC** (Bourhis et al. 2007)



European ethnic ancestry : Italian, German, Dutch, Portugese, Greek, Polish & Ukranian ancestry

Non European ethnic ancestry: Asia (Chinese, Vietnamese), South East (India, Pakistan) Arab, African, Caribbean, South & Central America

Annual median income of Francophone majority improves relative to Anglophone minority by end of 20th century. **WHY ?**

- From the 19 to mid 20th century, the income advantage of Quebec anglophones was in part due to the ultra-rich anglo-protestant elite who dominated the economy of Quebec and Canada.
- Most anglophones were not rich, including Irish catholics whose working class status and income was similar to that of the French Canadian working class of the 20th century (**Donovan & Bell, 2024**).
- Growth of Francophone income relative to Anglophones was due to
 - **1.** Growth & modernisation of Quebec government through '*Revolution tranquille*'
 - **2.** Francophone Access to better French secondary & higher education
 - **3.** Language laws improving the status & use of French (Corbeil et al., 2023)
 - **4.** Creation of Caisse de dépôt by Quebec State by Francophone business class (Vaillancourt et al. 2007)

Concluding note on Ethnic Diversity Survey in Quebec (Bourhis et al., 2017)

- 1. More Anglophone L1 respondents reported being victim of linguicism (25%) than majority French L1 respondents (7%).
- 2. More French-English bilinguals (24%) and Allophones (20%) reported being victim of linguicism than French L1 majority respondents (7%)
- 3. For L1 Anglophones (67%), L1 Francophones (61%) and Allophones (52%) it was **linguicism** based on language & accent that was rated as most important cause of being victim of discrimination relative to culture, race and religion.
- 4. More Allophones (57%) ,Anglophones (47%) and Francophones (42%) experienced discrimination in job applications & work settings than in other settings.
- 5. More visible minorities whose mother tongue was English suffered linguicism (44%) than did both white L1 Anglophones (25%) and white L1 Francophones (19%). **Racism + Linguicism packs a double discrimination vulnerability.**