

Employment Profile of English Speakers in Bas-Saint-Laurent

Provincial Employment Roundtable (PERT)

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The views expressed herein are those of the Provincial Employment Roundtable. They do not purport to reflect the views of the Secrétariat aux relations avec les Québécois d'expression anglaise.



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EXECUTIVE SUMMARY



This profile aims to contribute to the knowledge and understanding of the employment issues faced by Bas-Saint-Laurent's English-speaking communities by surveying the most comprehensive information on the demographic and labour force conditions of English speakers in the region. The profile compiles the available data on English speakers' employment status with respect to their position as linguistic minorities in majority French-speaking communities. For this reason, most of the information presented in this profile is organized by the two linguistic categories of English speakers and French speakers.

In addition to examining the demographics and labour force of the English-speaking population, this profile also surveys Bas-Saint-Laurent's economic structure, as well as the work activity, income, and educational attainment of workers with the goal of providing a more holistic picture of employment and employability.

Key findings:

- Bas-Saint-Laurent is the region with the smallest population of English speakers in Québec; There are 1,080 English speakers in the region, representing 0.6% of the region's population.
- English speakers in Bas-Saint-Laurent represent 0.6% of both the labour force and total population in the region.
- Individuals aged 45-64 represent the largest portion of both the total population and the labour force in Bas-Saint-Laurent, irrespective of linguistic identity.
- English-speaking men and women each make up 0.3% of the labour force in Bas-Saint-Laurent. This is one of only two regions in Québec - the other being Chaudière-Appalaches - where parity occurs between English-speaking women and men's labour force presence.
- Among French speakers, men make up a significantly larger proportion of the labour force than women (52.2% compared to 47.2%), which is consistent with the proportion of French-speaking men and women in the labour force at the provincial level.
- English speakers in Bas-Saint-Laurent experience a lower unemployment rate than French speakers in the region (7.6% compared to 9%). This is one of only two regions in Québec - the other being Saguenay-Lac-Saint-Jean - where this occurs.
- Among English speakers in Bas-Saint-Laurent, individuals aged 45-64 experience the highest unemployment rate (11.4%), while youth appear to experience the lowest unemployment rate (0%). This latter figure is based on a very small sample size, however, and may not be representative of unemployment in the region.
- Men in Bas-Saint-Laurent tend to experience higher unemployment rates than women within their linguistic community. The unemployment rate of French-speaking men is almost double that of French-speaking women (11.7% compared to 5.9%). English-speaking men have an unemployment rate of 11.2% and English-speaking women have an unemployment rate of 5.4%.
- English speakers in Bas-Saint-Laurent have a high engagement in part-time work; 62.1% of English speakers in Bas-Saint-Laurent work part-time, many of them in seasonal industries such as fishing and forestry.
- English speakers in Bas-Saint-Laurent earn a lower median after-tax income than French speakers in the region (\$26,410 compared to \$27,563).

METHODOLOGY & DEFINITIONS

Methodology

This profile relies primarily on data from two sources: the 2016 Census of Canada and the Institut de la statistique du Québec.¹

The profile uses 25% sample data from the 2016 Census. The 25% sample data is drawn from the approximately 25% of Canadian private households who received a long form questionnaire.

The data in this profile is organized by administrative region and regional county municipality/municipalité régionale comté (RCM/MRC). Administrative regions and regional county municipalities serve to organize the allocation and delivery of government services in Québec.

Language

English speakers and French speakers in this profile are classified according to Statistics Canada's definition of First Official Language Spoken (FOLS).² Individuals who speak both English and French as their first official language are evenly divided among English and French speakers. 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).

Sex

Sex in this profile refers to sex assigned at birth, as indicated in the 2016 Census. Sex is typically assigned based on a person's reproductive system and other physical characteristics. The 2016 Census data exclusively utilizes the concept of sex, and particularly the categories of male and female. Data regarding the distinct concept of gender was collected for the first time in the 2021 Census, and will be made available in those datasets.

Labour Force Activity

Labour force refers to all individuals aged 15 and over who were either employed or unemployed during the week of May 1st to May 7th, in 2016. The labour force excludes individuals who are institutional residents, those who are unable to work, and those who are unwilling to work. For example, retirees, stay-at-home parents, students, and discouraged workers

who have stopped job-searching are not typically counted as part of the labour force. Generally, Statistics Canada does not consider those engaged in unpaid services such as community and volunteer services, or unpaid domestic services, to be part of the labour force.

Employed/Unemployed Person

An employed person is an individual who, during the week of May 1st to May 7th, 2016, did paid work in the context of an employer-employee relationship, or who was self-employed. The term also refers to individuals who did unpaid family work, which is defined as work directly contributing to the operation of a farm, business, or professional practice owned by a relative in the same household (this does not include unpaid domestic services like childcare and household maintenance). The definition also includes individuals who had employment but were temporarily absent from work during the reference period due to events such as illness, disability, vacation, or labour dispute.

An unemployed person is an individual who did not have paid work during the week of May 1st to 7th, 2016, but had either been actively looking for paid work in the last four weeks, had been temporarily laid-off, or had definite plans to start a new job within four weeks.

Unemployment Rate

This refers to unemployment expressed as a percentage of the labour force in the week of May 1 to 7, 2016. The unemployment rate for a particular demographic (i.e. age, sex) is the number of unemployed in that group, expressed as a percentage of the labour force for that group.

Work Activity

Work activity refers to whether or not a person 15 years or over worked in 2015. 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 hours. It provides a wider portrait of an individual's engagement in work over the period of a year.

After-tax Income

After-tax income refers to the total income of a person less income taxes. Income taxes refers to the sum of federal

1. 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 on the socio-economic status of linguistic minorities by Statistics Canada, the Institut de la statistique du Québec and relevant research networks.

2. Statistics Canada. "First official language spoken of person," (2021, November 02). Government of Canada. Retrieved from: <https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&Id=34004>

METHODOLOGY AND DEFINITIONS

income taxes, provincial and territorial income taxes, less abatement where applicable.

Educational Attainment

Refers to the highest level of education that a person has successfully completed.

Industry

Industry refers to the specific economic activity engaged in by a given group. An activity, in turn, is the combination of labour, capital, and goods in order to produce new goods and/or services. The industry data are produced according to the North American Industry Classification System 2012.

Population



POPULATION

Total Population

English-speaking Population

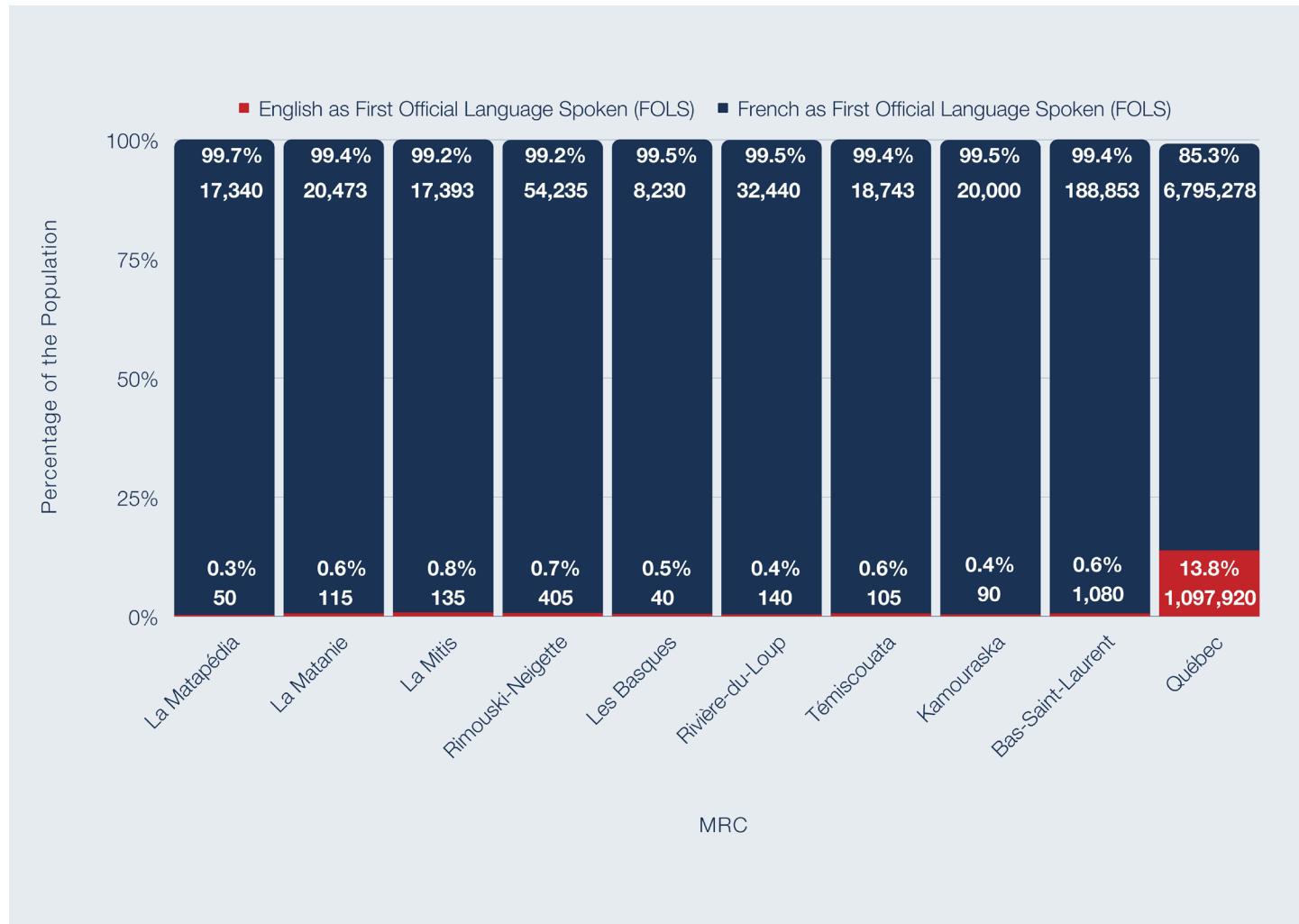


Bas-Saint-Laurent

Bas-Saint-Laurent has the smallest population of English speakers in any region of Québec. There are 1,080 English speakers in Bas-Saint-Laurent, representing 0.6% of Bas-Saint-Laurent's population.

The largest community of English speakers in the region is located in Rimouski-Neigette.

Graph 1: Total Population of Bas-Saint-Laurent by MRC



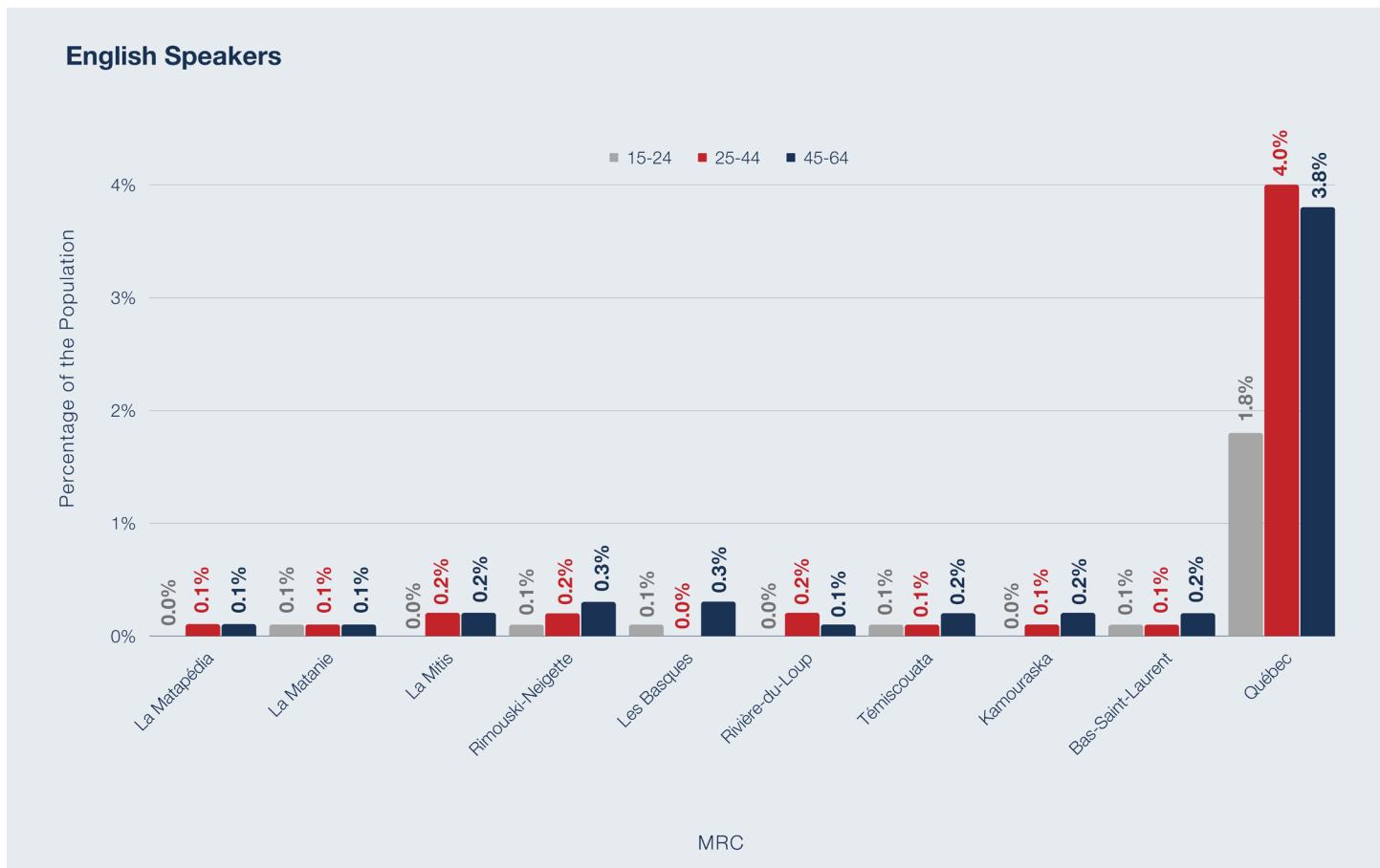
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

POPULATION

Age Structure of Population

Across both linguistic communities, 45-64 year-olds constitute the majority age group.

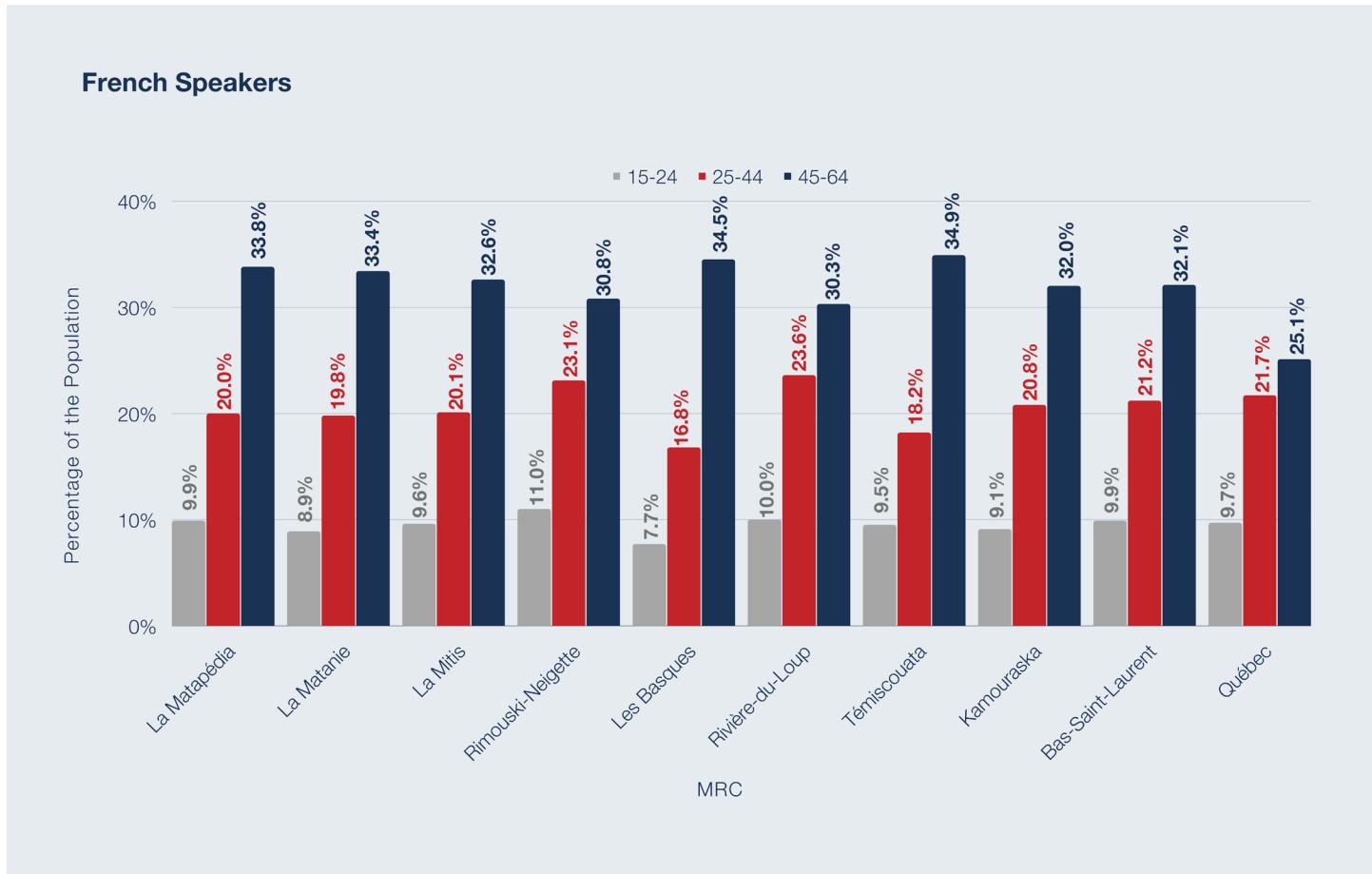
Graph 2a: Age Structure of Bas-Saint-Laurent's Population by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

POPULATION

Graph 2b: Age Structure of Bas-Saint-Laurent's Population by MRC



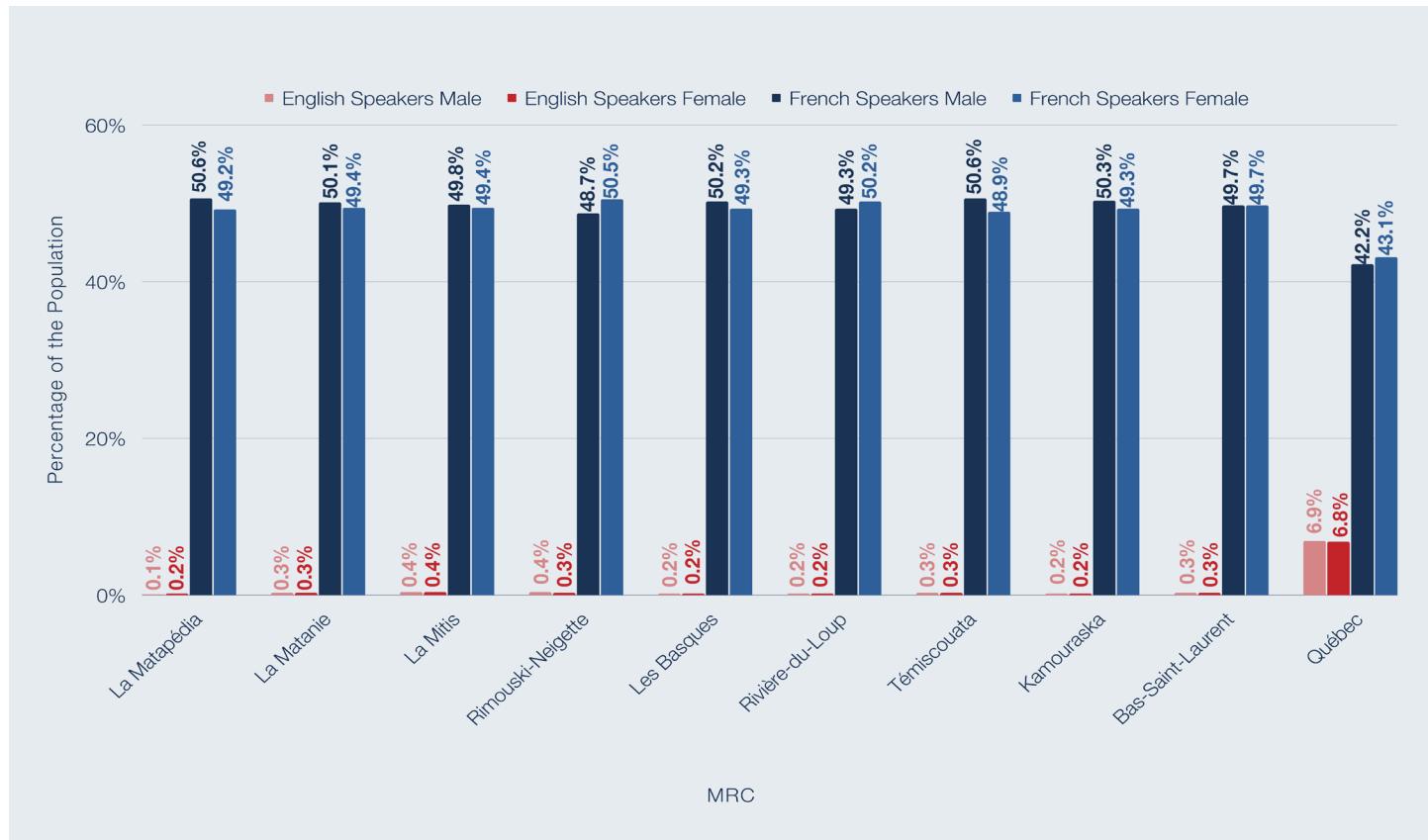
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

POPULATION

Sex Structure of Population

Across most MRCs, English-speaking men and women represent the same proportion of the population.

Graph 3: Sex Structure of Bas-Saint-Laurent's Population by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

Economic Structure



ECONOMIC STRUCTURE

Bas-Saint-Laurent is designated as a resource-oriented region in Québec's Economic Development Index.³ Economic activity varies across the region, but is largely oriented toward primary industries, which involve the extraction of natural resources. Major primary industries in the region include agriculture, forestry, and fishing. Despite large-scale resource extraction, Bas-Saint-Laurent has one of the lowest regional scores on Québec's Economic Development Index (88.2).⁴

The processing and manufacturing of natural resources, including the production of wood, paper, pulp, and food products are also significant industries in the region.⁵ The leading sector within Bas-Saint-Laurent, however, is the service sector, which is the main contributor to employment and economic development across all regions of Québec. One subset of the service sector is the tourism industry. This industry, along with the primary industries, are largely seasonal in nature with periods of low activity during the winter months and increased activity in the summer months. The trades, transportation, equipment operation, and manufacturing industries also experience seasonal fluctuations owing to the expansion of their operations during the summer and fall months. Fluctuations of activity in these industries tend to mirror those of the primary industry since most economic activity in Bas-Saint-Laurent is tied to the processing, sale and transportation of natural resources.

From 2013 to 2017, the region's sales of manufactured goods increased by an average of 7.5% per year, compared to the province's growth in sales of manufactured goods of 3% per year.⁶ In 2017, manufacturing sales in Bas-Saint-Laurent were on the decline by 4.5%. The region has an important role in transportation equipment manufacturing. The presence of transportation firms such as Bombardier Transportation has led to investments in transportation equipment that is exported outside of Québec.⁷

From 2016 to 2020, private investment in the region was on the decline by an average of 12% per year. This is compared to a provincial increase in private investment of 1.7% per year. The decline in private investment in Bas-Saint-Laurent is, in part, linked to the decline in construction-related investments in the region since 2016.⁸

3. This index analyzes the economic reality of the region according to four components: demographics, labour market, income, and education. A score of more than 100 indicates that a region is above average, while the increase of a score over time indicates better performance in comparison with other regions.

4. Frédéric Hamelin. "Economic Portrait of the Regions of Quebec," (2020). Ministère de l'Économie et de l'Innovation. Retrieved from: https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/20200322-PERQ-2020.pdf, page 18.

5. Chantal Routhier. "Études régionales: Région administrative du Bas-Saint-Laurent," (2021). Desjardins. Retrieved from: <https://www.desjardins.com/ressources/pdf/21BSL-f.pdf?resVer=1622052231000>, page 5.

6. Ministère de l'Économie et de l'Innovation du Québec. "Région Bas-Saint-Laurent: Secteur des entreprises," (2021). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/bas-saint-laurent/portrait-regional/secteur-des-entreprises/>

7. Routhier. "Études régionales: Région administrative du Bas-Saint-Laurent," 5.

8. Ministère de l'Économie et de l'Innovation du Québec. "Région Bas-Saint-Laurent: Secteur des entreprises."

Industries



INDUSTRIES

Top Industries for Total Population

In 2020 primary industries accounted for 7.3% of all jobs in the region. This is approximately three times the share of primary industry jobs at the provincial level (2.3%). The manufacturing sector in Bas-Saint-Laurent, accounts for a greater share of jobs (14.1%) than it does within the province as a whole (11.6%).⁹

The main source of employment within the region is the service sector, accounting for 74.3% of jobs, compared to 79.9% of jobs provincially. The services sector encompasses a vast array of occupations and industries ranging from health care and finance to retail and education.

Typical health care and social assistance occupations include doctors, nurses, dentists, orderlies, early childhood educators, and social workers.

Typical retail occupations include sales associates, cashiers, and customer service. These include sales associates, cashiers, and customer service.

Primary sector



7.3%

Manufacturing



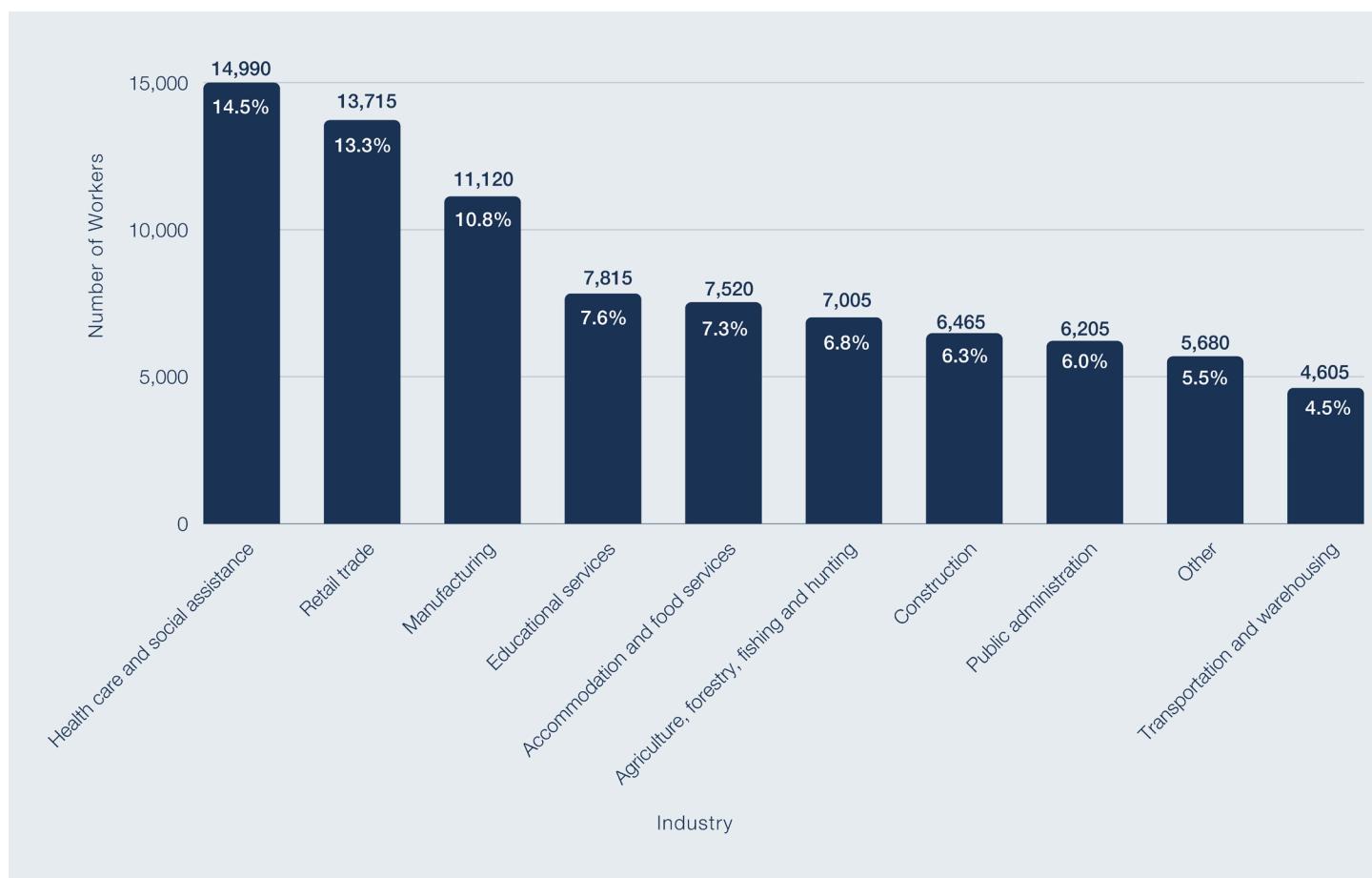
14.1%

Services



74.3%

Graph 4: Top 10 Industries in Bas-Saint-Laurent for Total Population



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

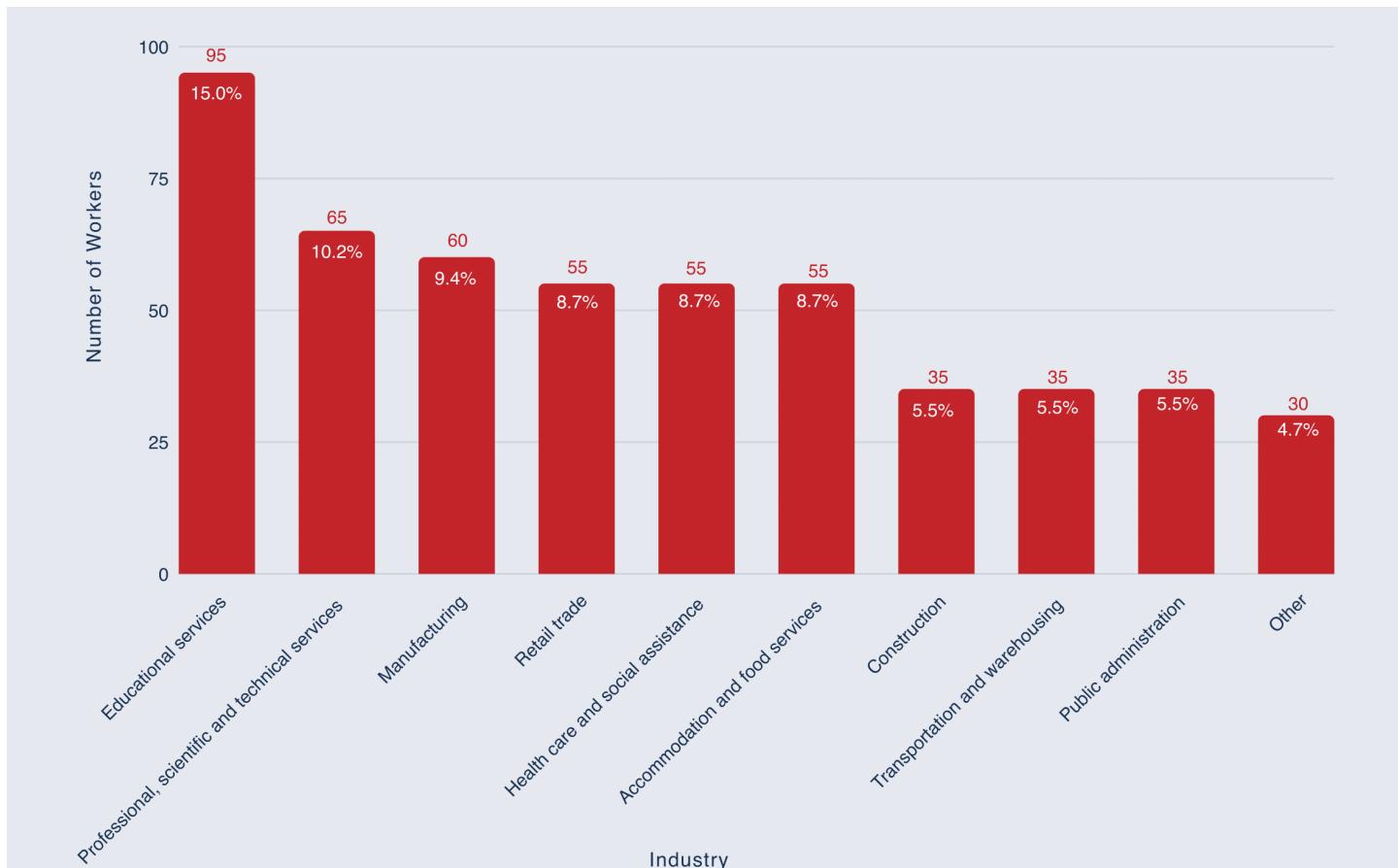
9. Ministère de l'Économie et de l'Innovation du Québec. "Région Bas-Saint-Laurent: Structure économique," (2021). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/bas-saint-laurent/portrait-regional/structure-economique/>

INDUSTRIES

Top Industries for English Speakers

English speakers are primarily engaged in education, followed by services industries such as professional services, retail, health care, and manufacturing.

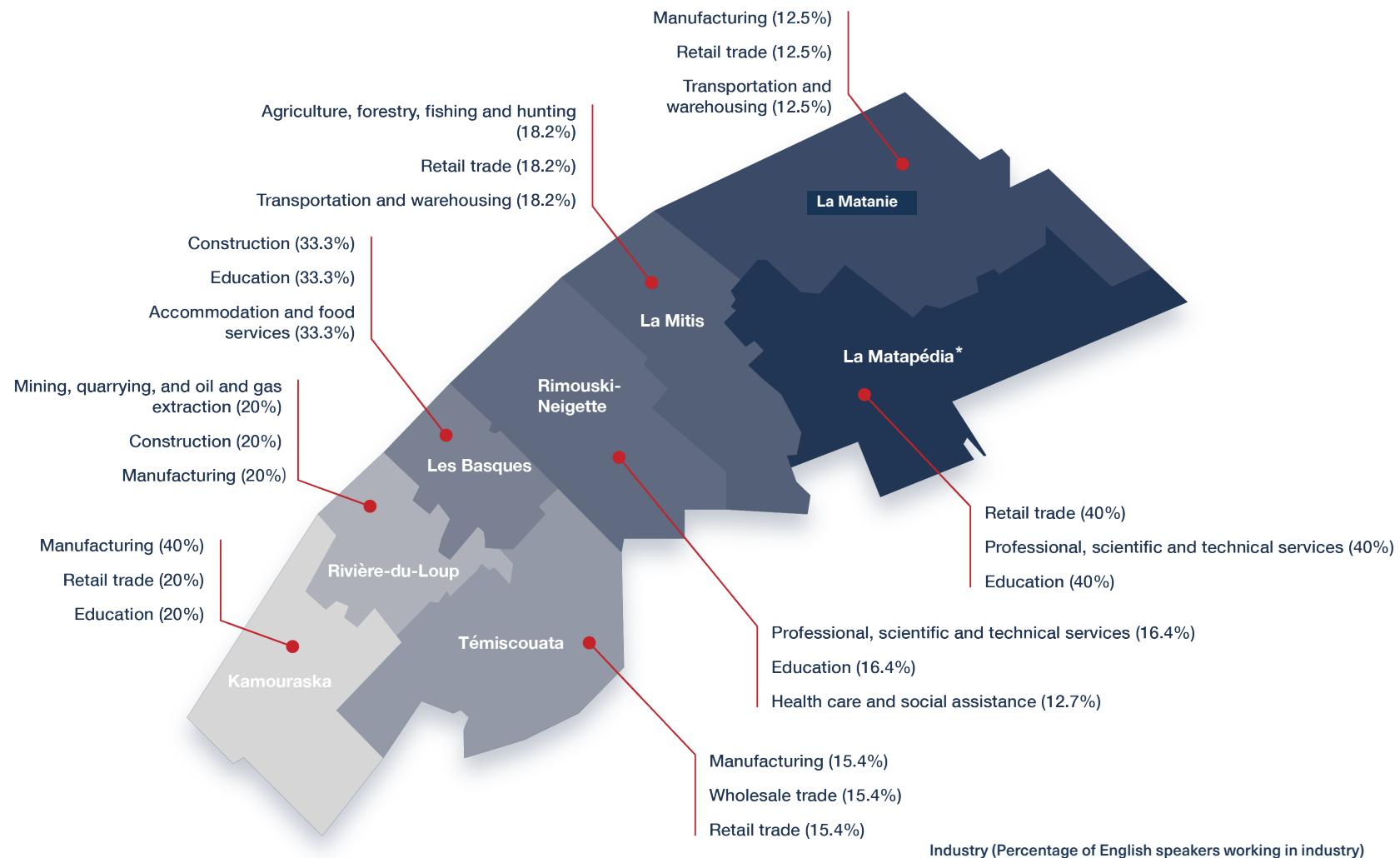
Graph 5: Top 10 Industries in Bas-Saint-Laurent for English Speakers by Number of Workers



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

INDUSTRIES

Map 1: Top Industries in Bas-Saint-Laurent for English Speakers



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

*Owing to the small population sample size of English speakers in this MRC, figures may not be wholly representative.

Labour Force



LABOUR FORCE

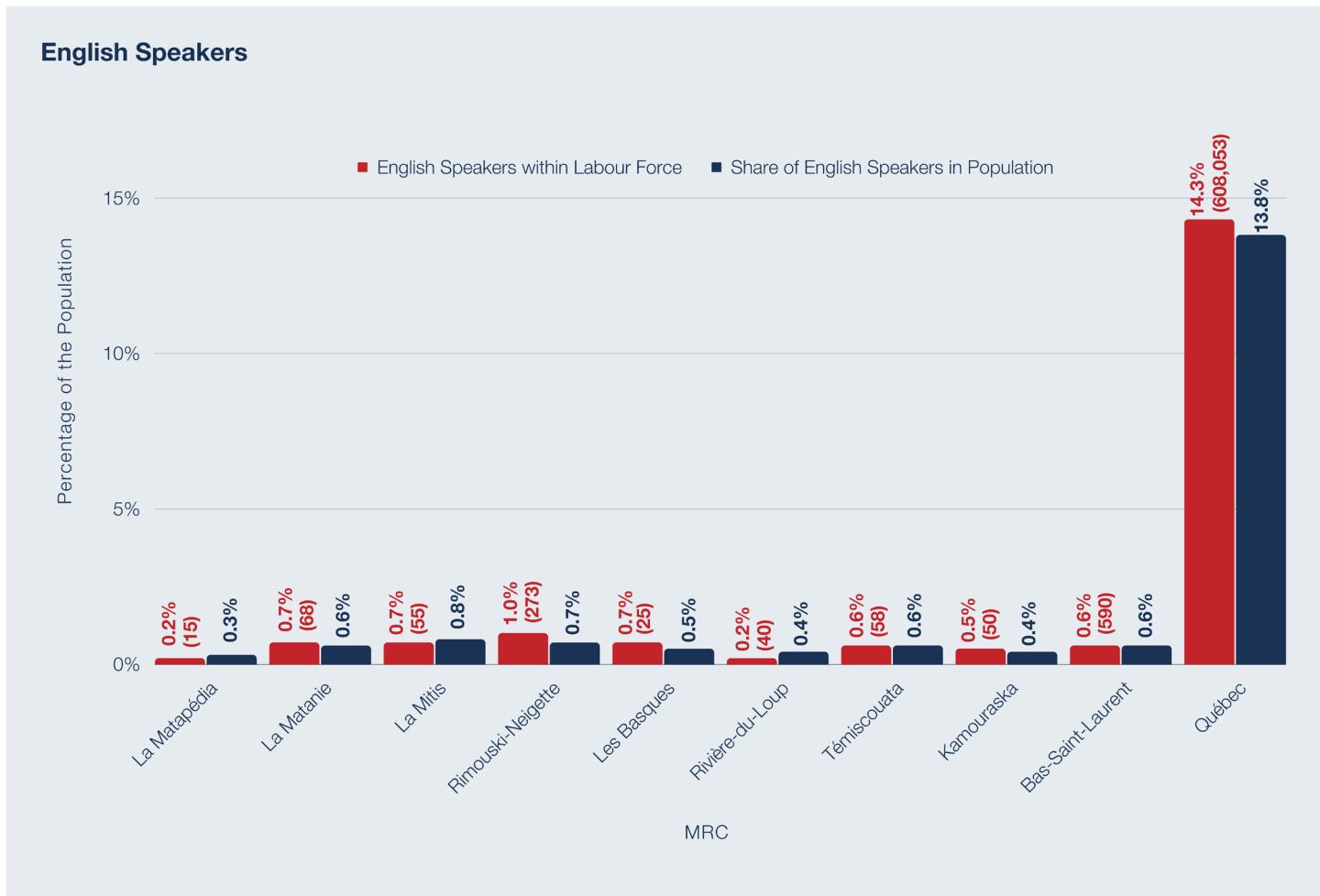
Total Labour Force

The labour force includes individuals who are employed and those who are unemployed, but actively seeking employment and available for work. Labour force participation is an important metric for understanding the employment and economic status of communities because it indicates the levels of activity in the labour market.

However, several factors must be considered when looking at labour force 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

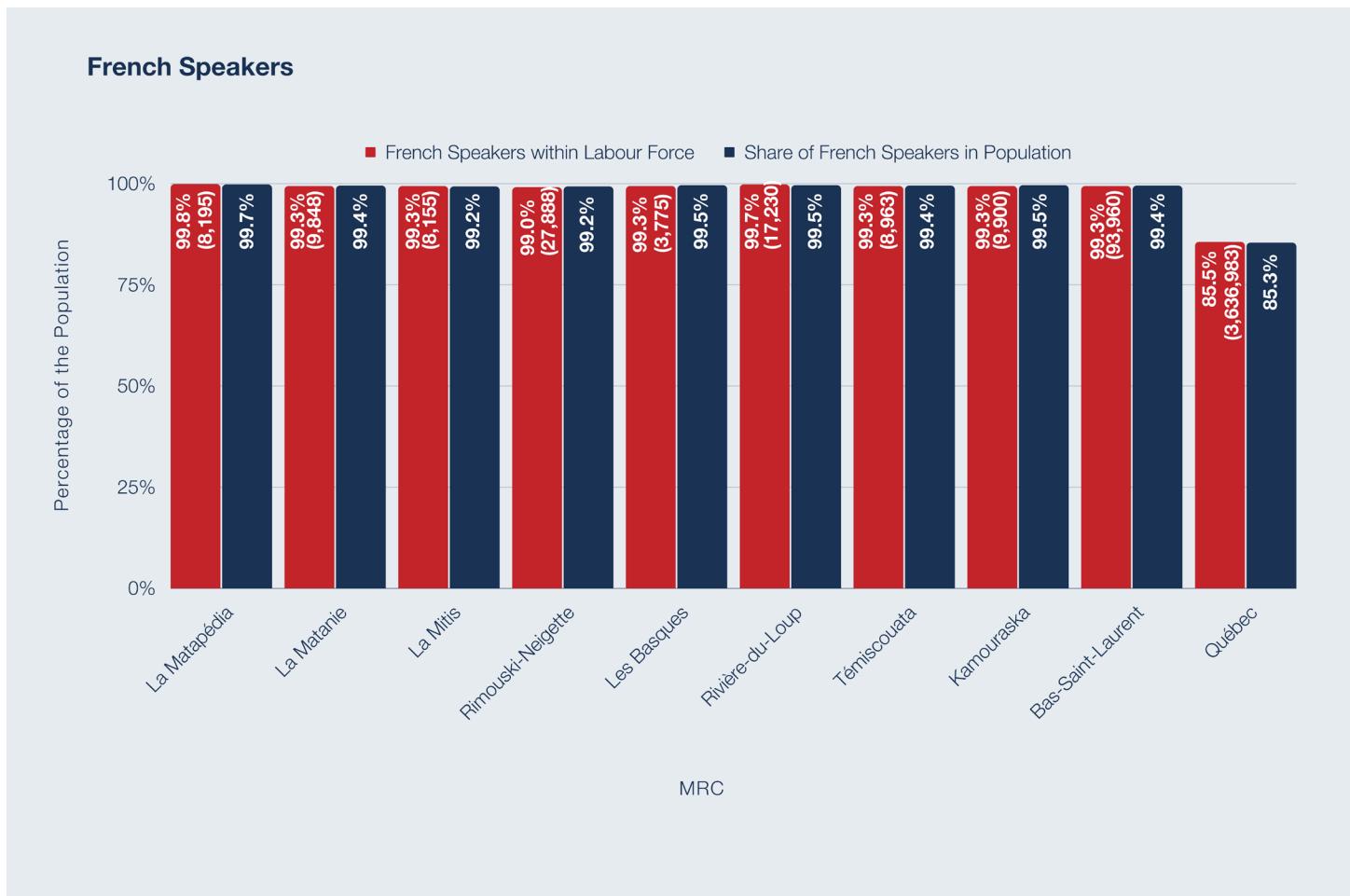
Graph 6a: Labour Force of Bas-Saint-Laurent by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

LABOUR FORCE

Graph 6b: Labour Force of Bas-Saint-Laurent by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

LABOUR FORCE

Age Structure of Labour Force

The 45-64 age group tends to make up the largest share of the labour force in Bas-Saint-Laurent. This is the case amongst French speakers in every MRC in the region.

Among English speakers, however, there is parity between the 25-44 and 45-64 age groups in the MRCs of la Matanie, la Mitis, Rimouski-Neigette, Rivière-du-Loup, and Témiscouata.

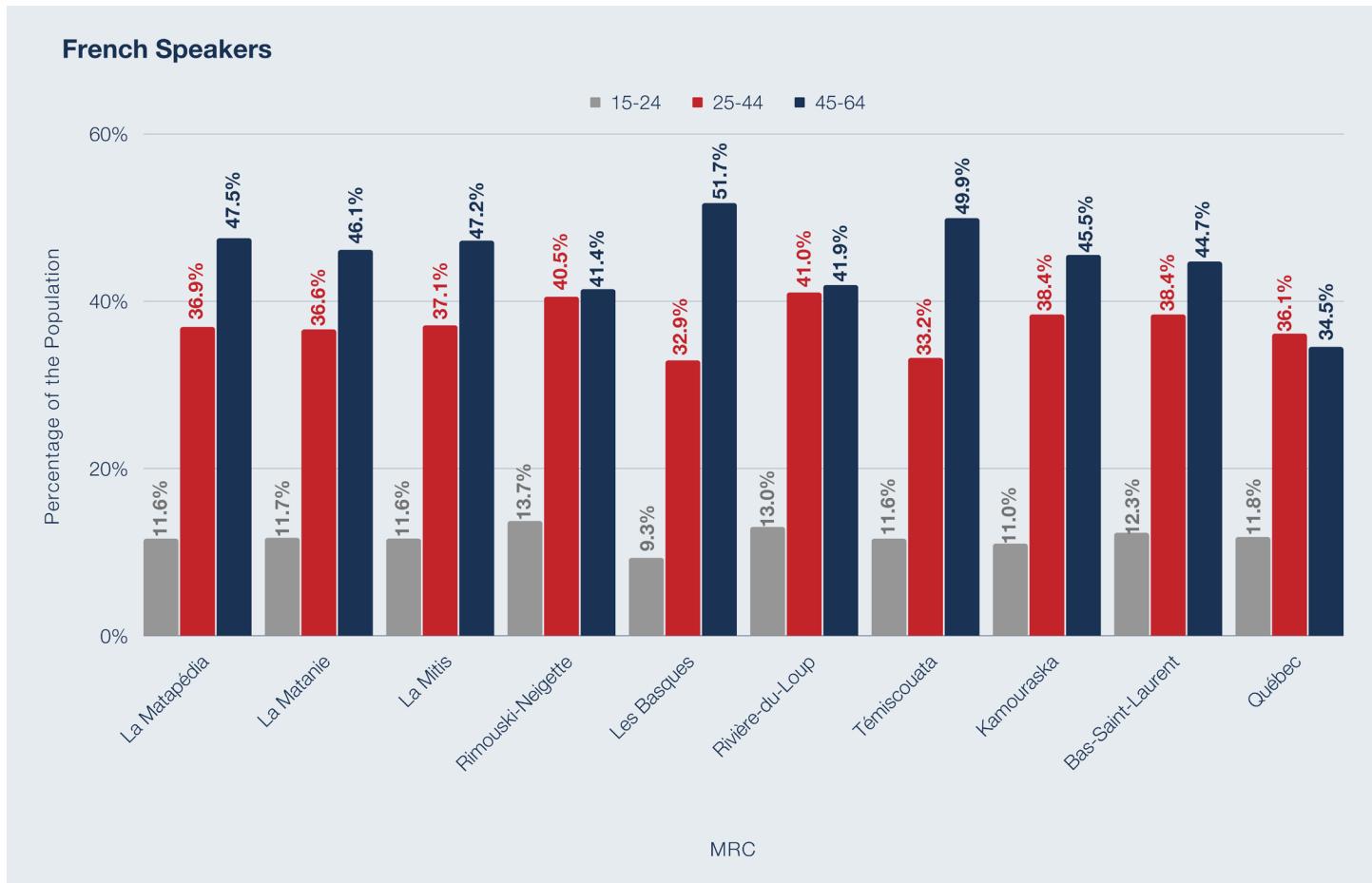
Graph 7a: Age Structure of Bas-Saint-Laurent's Labour Force by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

LABOUR FORCE

Graph 7b: Age Structure of Bas-Saint-Laurent's Labour Force by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

LABOUR FORCE

Sex Structure of Labour Force

Across the region, men tend to represent the larger proportion of the labour force. This is true for French speakers in all MRCs of Bas-Saint-Laurent.

Among English speakers, there is more variation in labour force representation by sex, with more women in the labour force in la Matapédia and les Basques, and sex parity in Rivière-du-Loup and Témiscouata.

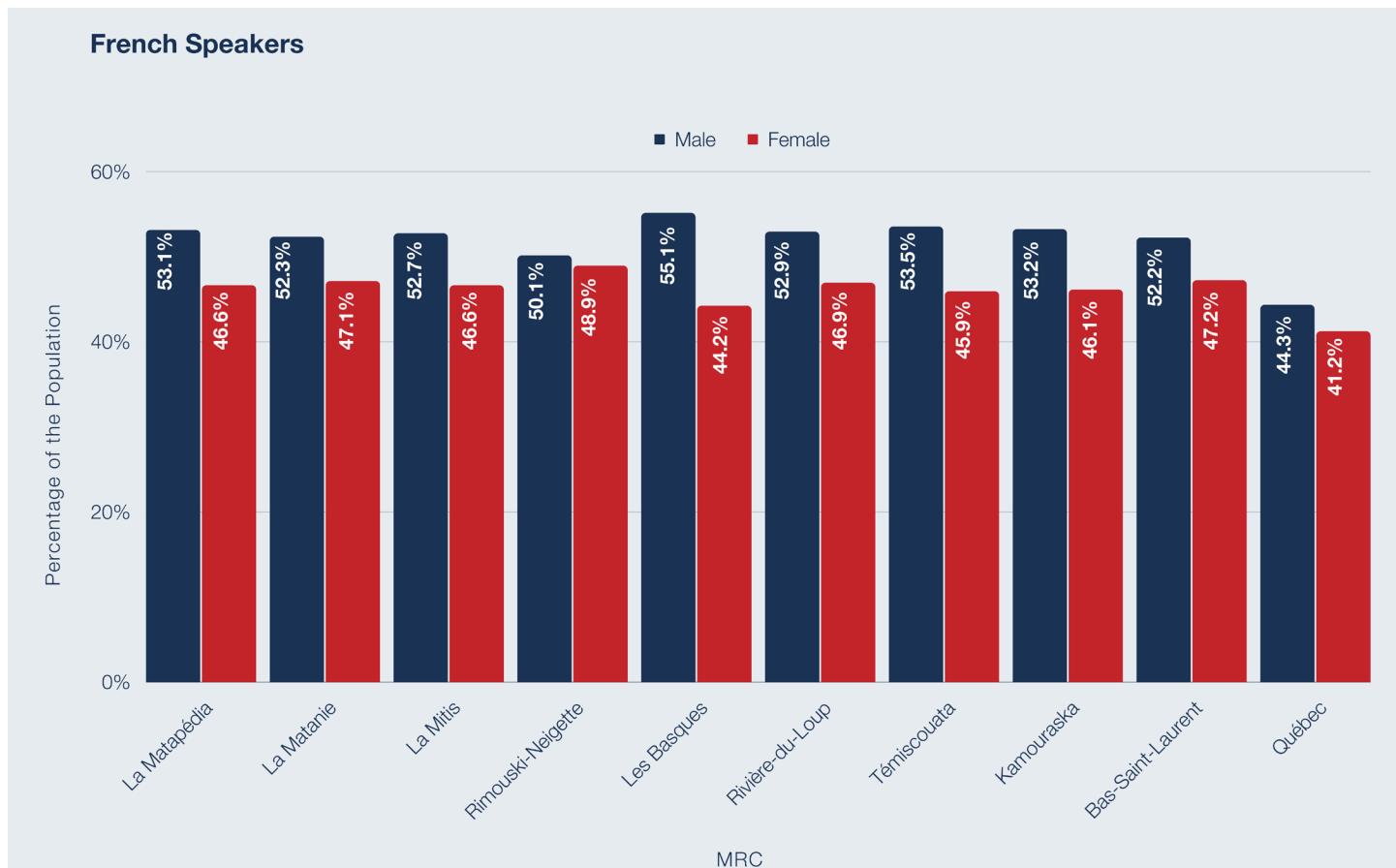
Graph 8a: Sex Structure of Bas-Saint-Laurent's Labour Force by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

LABOUR FORCE

Graph 8b: Sex Structure of Bas-Saint-Laurent's Labour Force by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

Unemployment Rate



UNEMPLOYMENT RATE

Total Unemployment Rate

The unemployment rate represents the percentage of individuals in the labour force who do not have paid work and are looking for work. Unemployment rate serves as an official measure of performance of the labour market and can shed light on the income, purchasing power, and socio-economic well-being of communities.

The unemployment rate, however, has its limitations. The unemployment rates in this section capture the work status of individuals at the time Census data was collected in May 2016.

The unemployment rate may not account for:

- Those who work seasonal occupations and have less 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 have.

While the unemployment rate may not capture the precariousness of part-time, temporary, and low-wage work, it remains an important official measure that indicates the

lost wages, reduced economic growth, and difficulties that communities face due to joblessness.

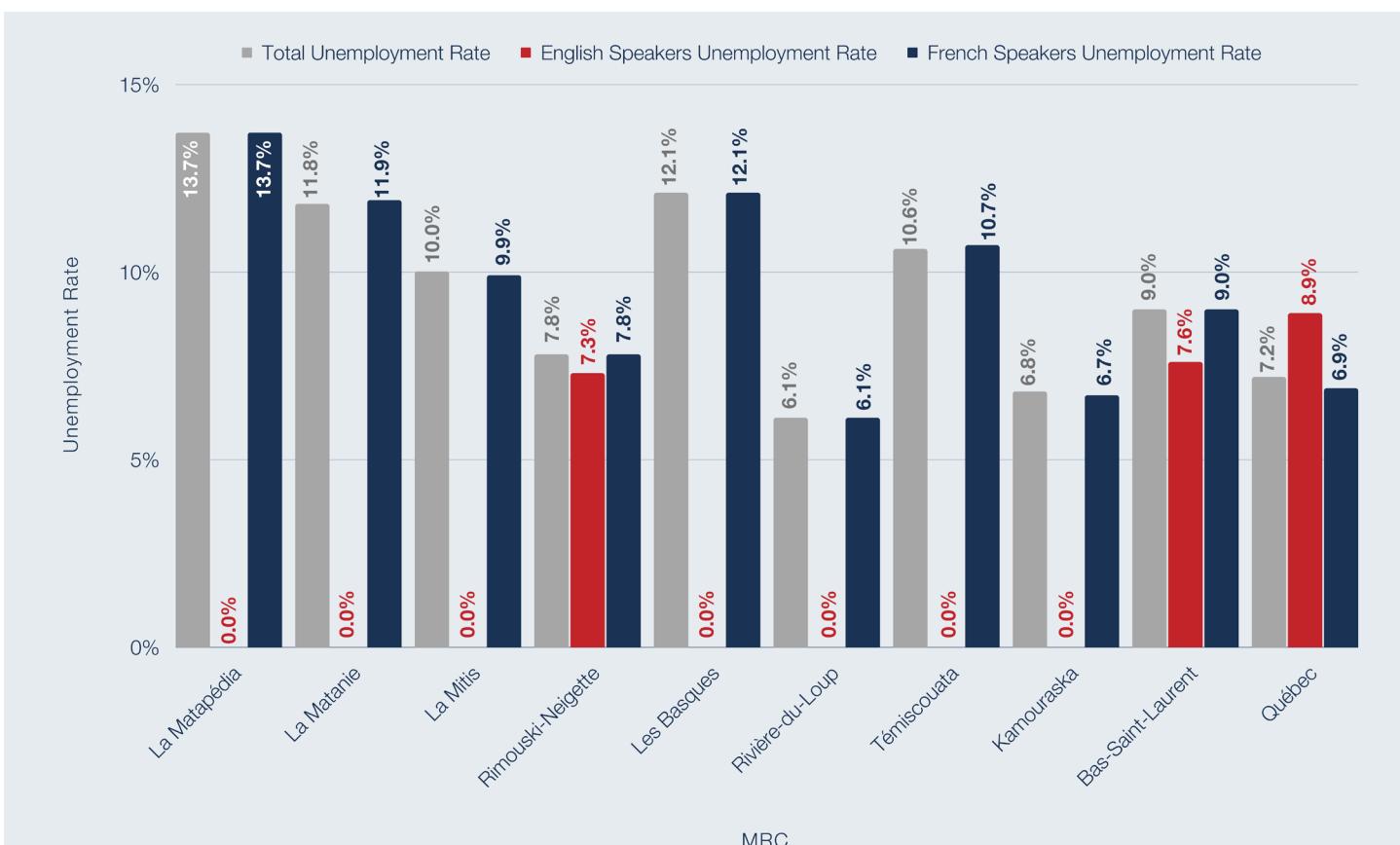
While the unemployment rate may not capture the precariousness of part-time, temporary, and low-wage work, it remains an important official measure that indicates the lost wages, reduced economic growth, and difficulties that communities face due to joblessness.

Due to a small population sample size in some MRCs, the unemployment rates for English speakers may appear as either 0%, a very high figure (e.g. 100%), or incalculable. These figures may not be representative of communities, suggesting the need for further research.

English speakers in Bas-Saint-Laurent experience a lower unemployment rate than French speakers in the region (7.6% compared to 9%). This is one of only two regions in Québec, the other being Saguenay-Lac-Saint-Jean, where this occurs.

Unemployment rate data is only available for English speakers in Rimouski-Neigette; English speakers in this MRC experience an unemployment rate of 7.3%, which is lower than that of French speakers in the same MRC (7.8%).

Graph 9: Unemployment Rate in Bas-Saint-Laurent by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

UNEMPLOYMENT RATE

Age Structure of Unemployment Rate

English-speaking youth experience an unemployment rate of 0%, while English speakers aged 45-64 experience the highest unemployment rate, at 11.4%.

In Québec, unemployment rates of youth aged 15-24 tend to be higher than other age groups, regardless of linguistic identity. While English-speaking youth in Bas-Saint-Laurent have an unemployment rate of 0%, this is based on a small sample size and may not be wholly representative of the level of unemployment among English-speaking youth.

Graph 10a: Age Structure of Unemployment Rate in Bas-Saint-Laurent by MRC

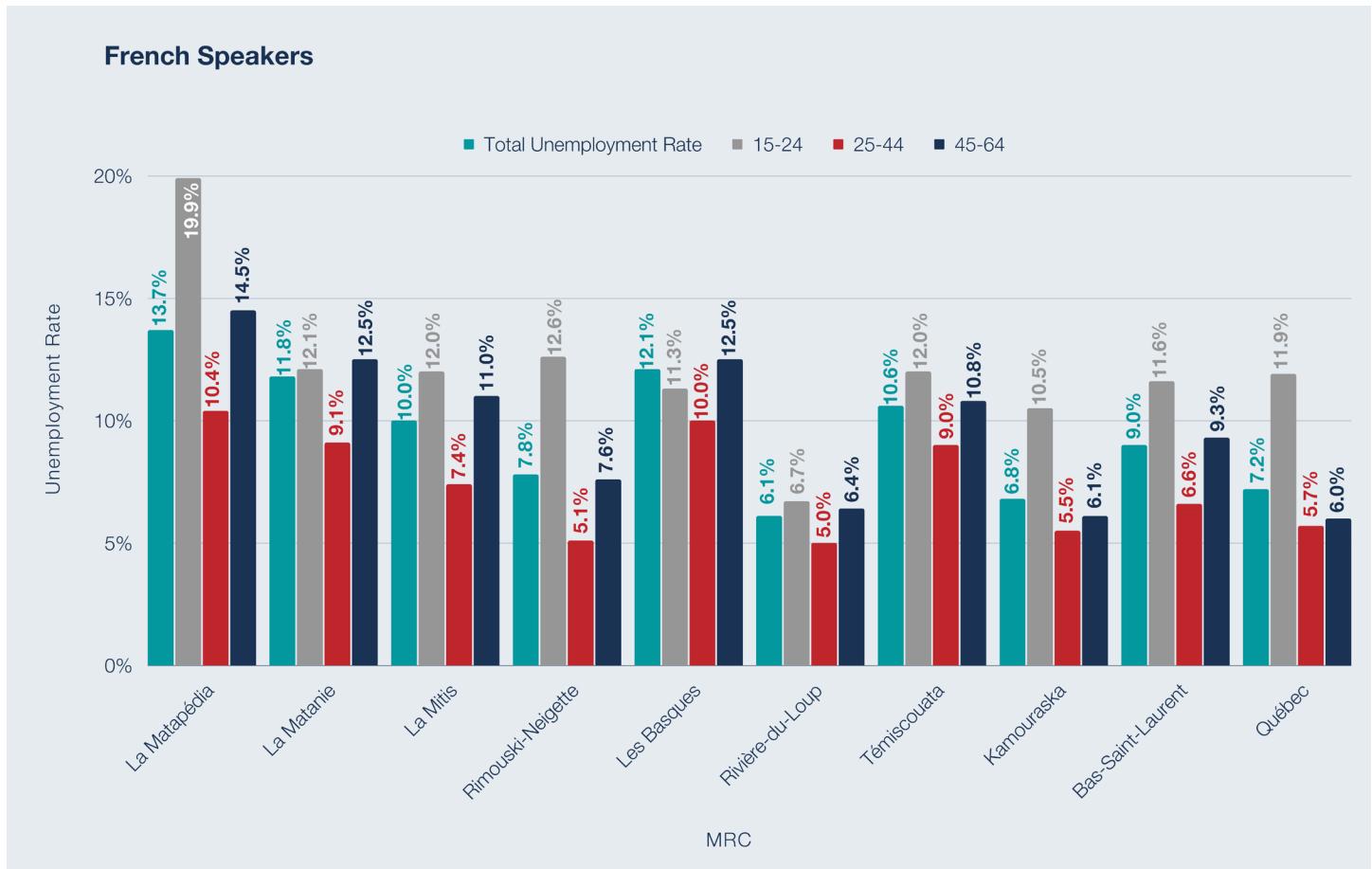


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

*This figure is incalculable. According to the 25% sample data available through the 2016 Census, there are zero English speakers within this demographic in the labour force in this area.

UNEMPLOYMENT RATE

Graph 10b: Age Structure of Unemployment Rate in Bas-Saint-Laurent by MRC



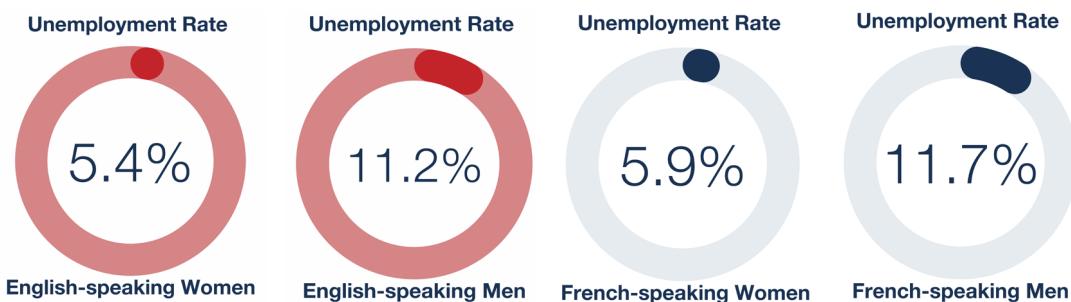
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

UNEMPLOYMENT RATE

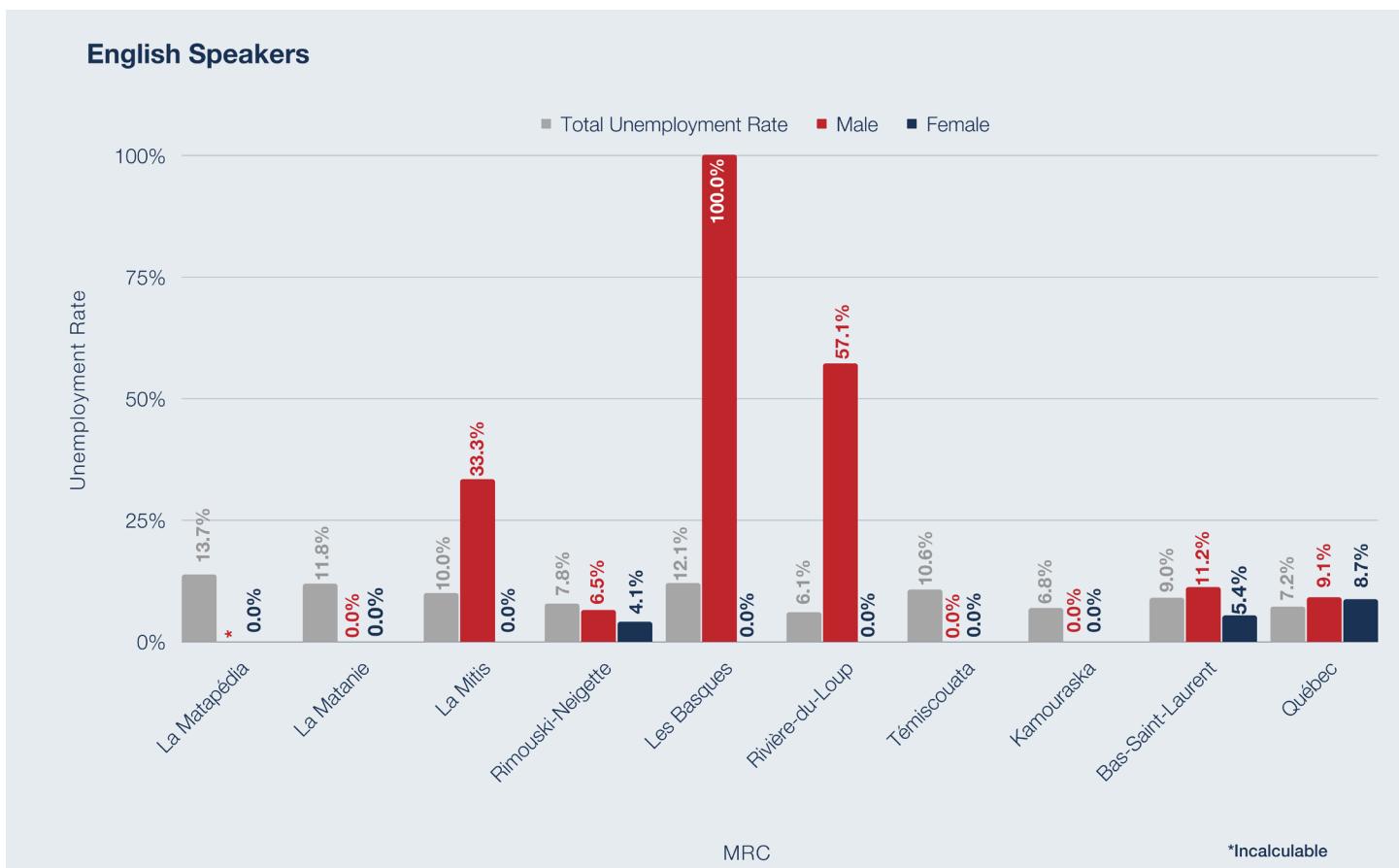
Sex Structure of Unemployment Rate

Men in Bas-Saint-Laurent tend to experience higher unemployment rates than women within their respective linguistic community.

The unemployment rate of French-speaking men is almost double that of French-speaking women (11.7% compared to 5.9%). This is also the case amongst English speakers: English-speaking men have an unemployment rate of 11.2% and English-speaking women have an unemployment rate of 5.4%.



Graph 11a: Sex Structure of Unemployment Rate in Bas-Saint-Laurent by MRC

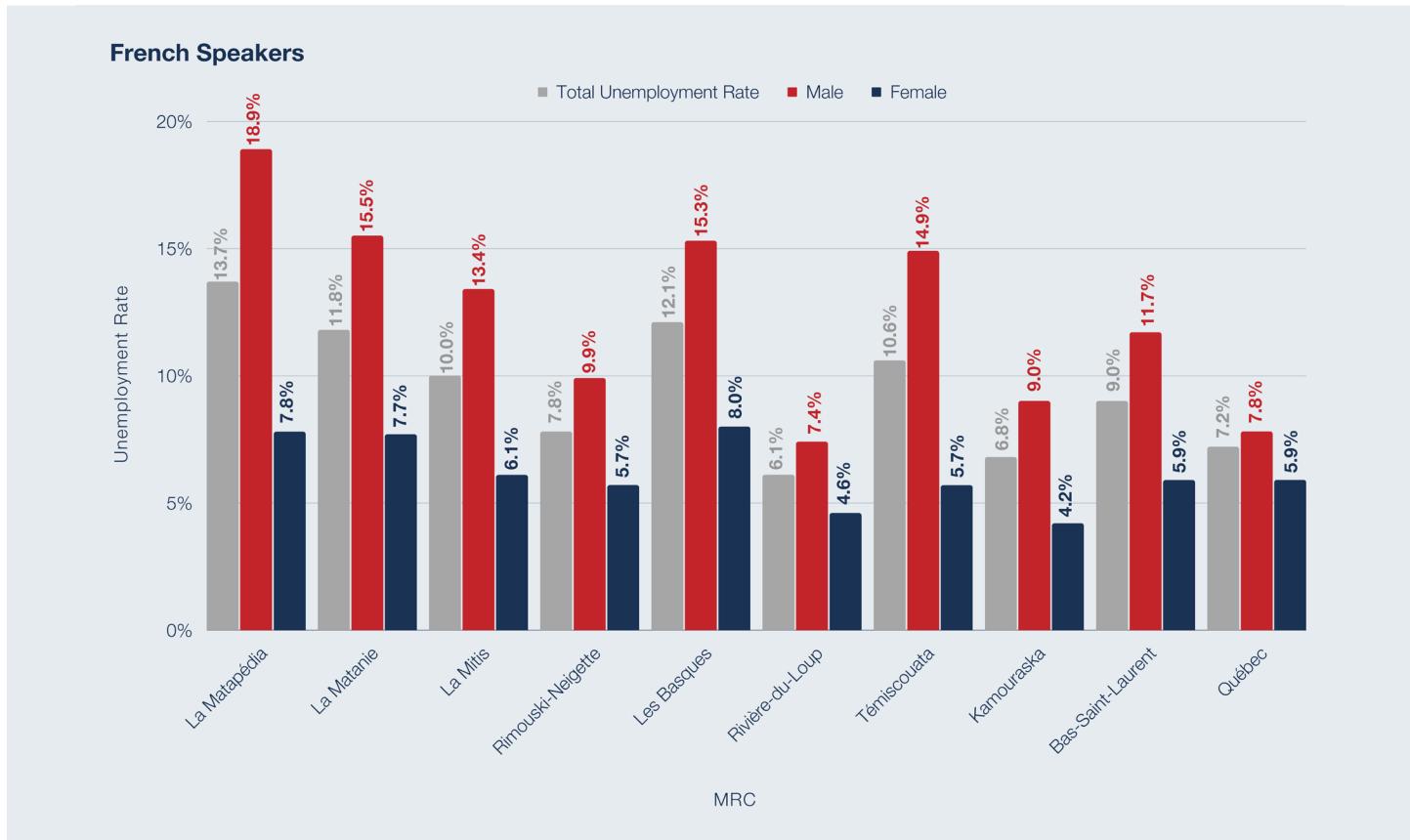


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

*This figure is incalculable. According to the 25% sample data available through the 2016 Census, there are zero English speakers within this demographic in the labour force in this area.

UNEMPLOYMENT RATE

Graph 11b: Sex Structure of Unemployment Rate in Bas-Saint-Laurent by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

Work Activity



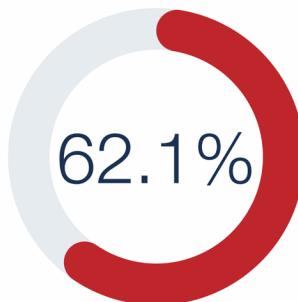
WORK ACTIVITY

Engagement in Part- and Full-time Work

English speakers in Bas-Saint-Laurent have a high engagement in part-time work; 62.1% of English speakers in Bas-Saint-Laurent work part-time, many of them in seasonal and part-time industries such as fishing and forestry.

24.2% more English speakers work part-time compared to English speakers that work full-time; 9.8% more French speakers work part-time compared to French speakers that work full-time work.

English Speakers



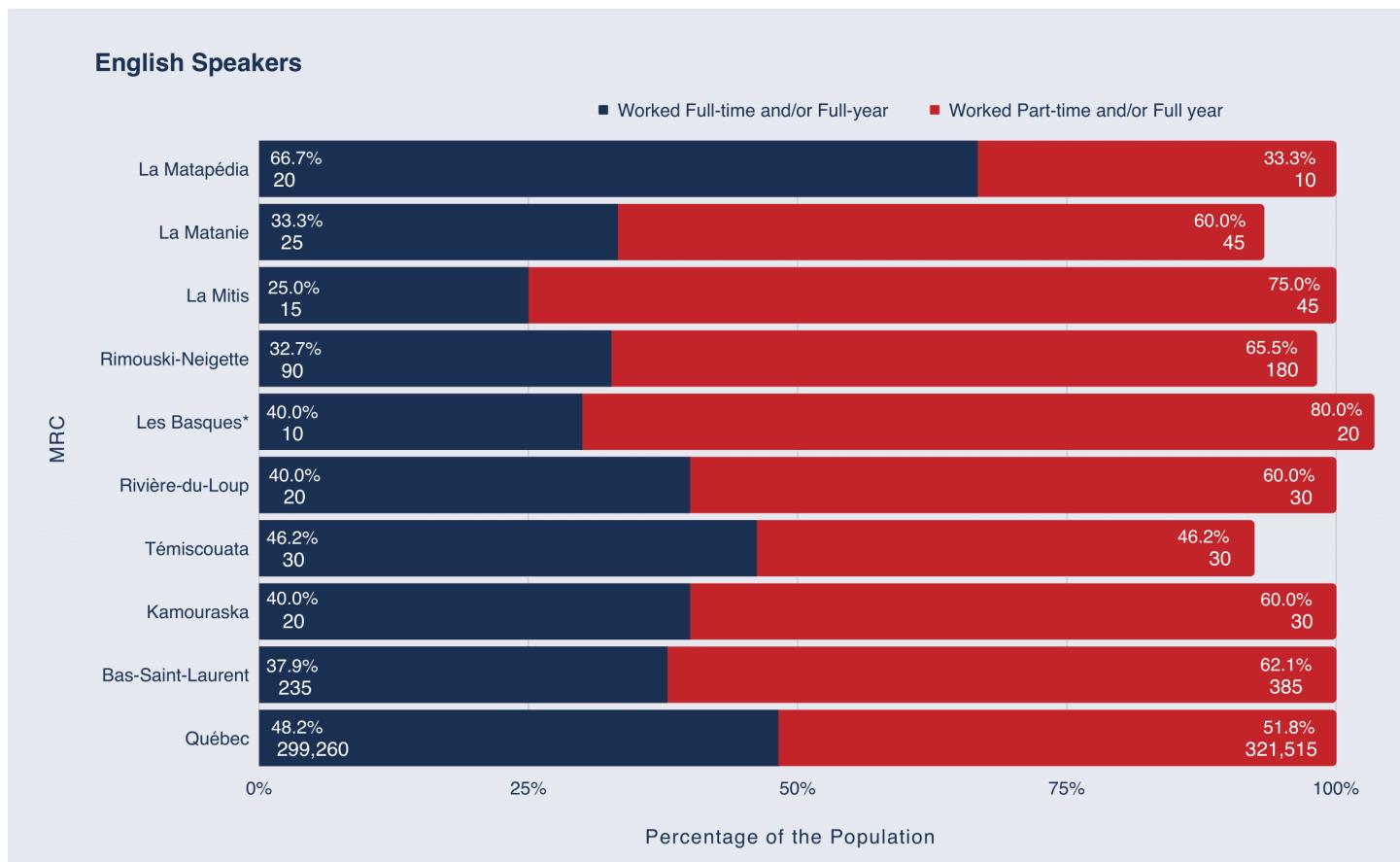
Part-time / Part-year

French Speakers



Part-time / Part-year

Graph 12a: Work Activity in Bas-Saint-Laurent by MRC

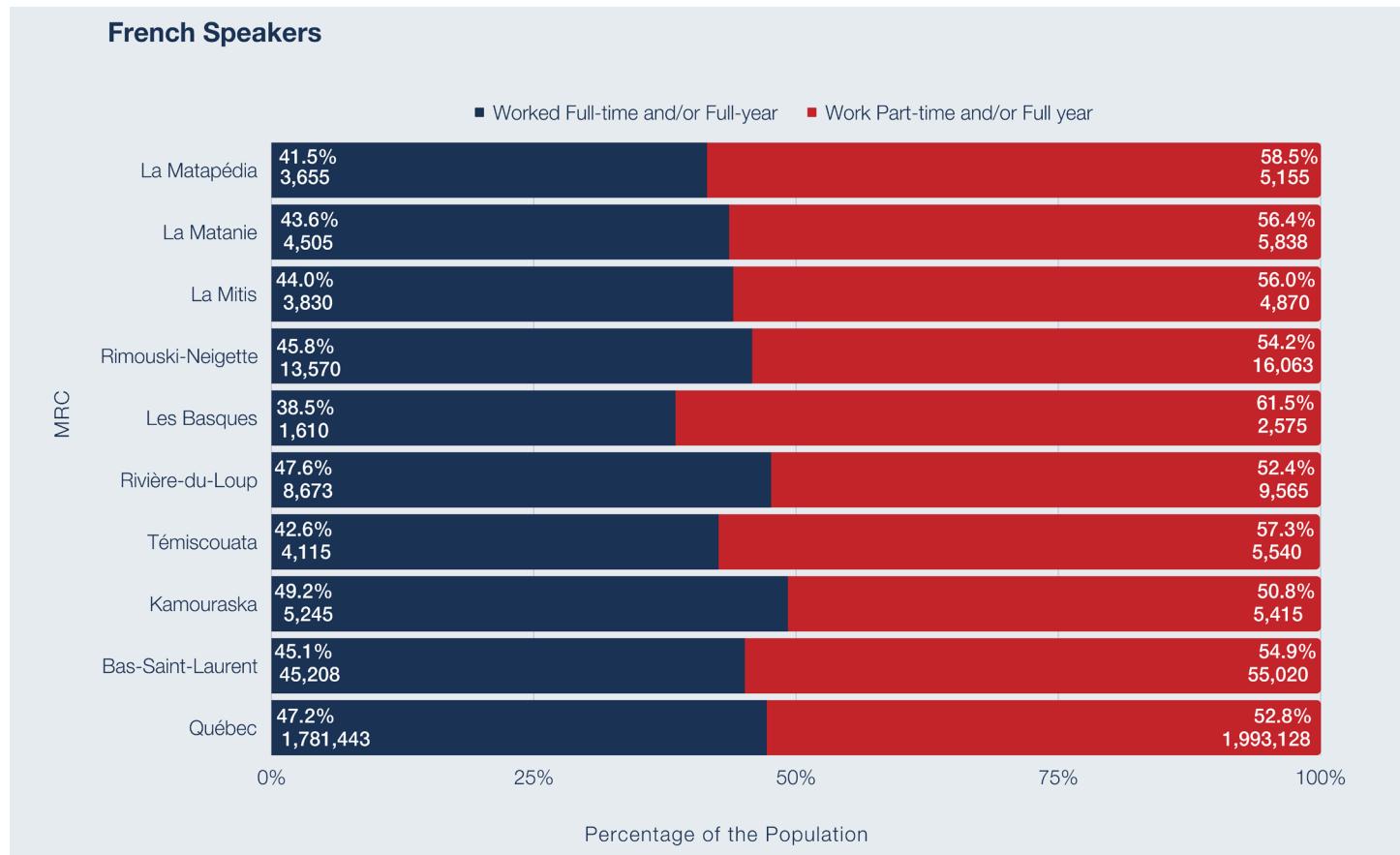


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

*Owing to the small population sample size of English speakers in this MRC, figures may not be wholly representative.

WORK ACTIVITY

Graph 12b: Work Activity in Bas-Saint-Laurent by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

WORK ACTIVITY

Average Weeks Worked

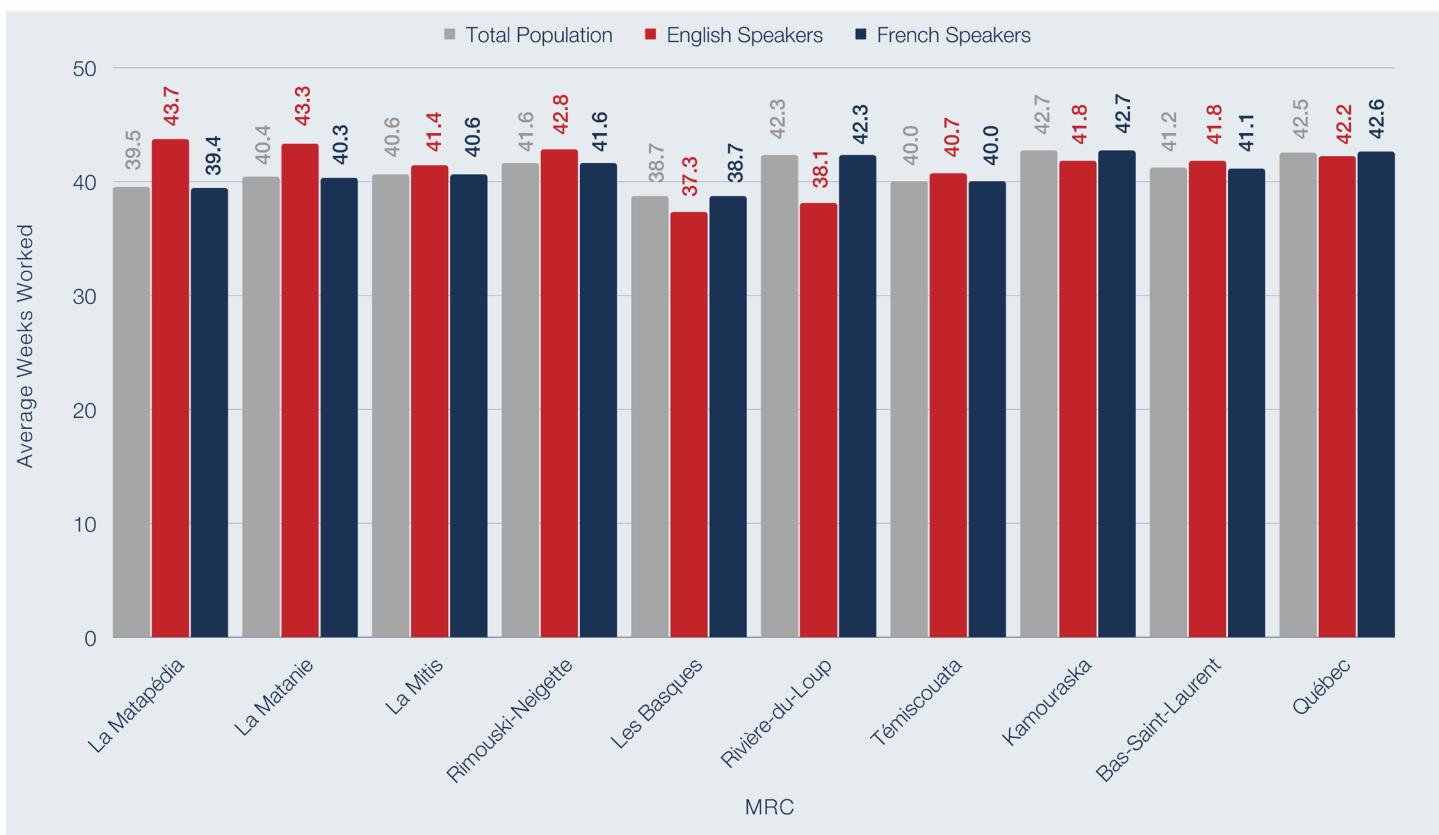
English speakers and French speakers work for a comparable number of weeks per year across the region.¹⁰

The average number of weeks worked by English speakers varies across the region. English speakers work the longest number of weeks in la Matapédia (43.7). French speakers in la Matapédia work 39.4 weeks per year, on average.

In Rivière-du-Loup, English speakers work considerably fewer average weeks per year than French speakers.



Graph 13: Average Weeks Worked in Bas-Saint-Laurent by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

10. 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.

Income



Income

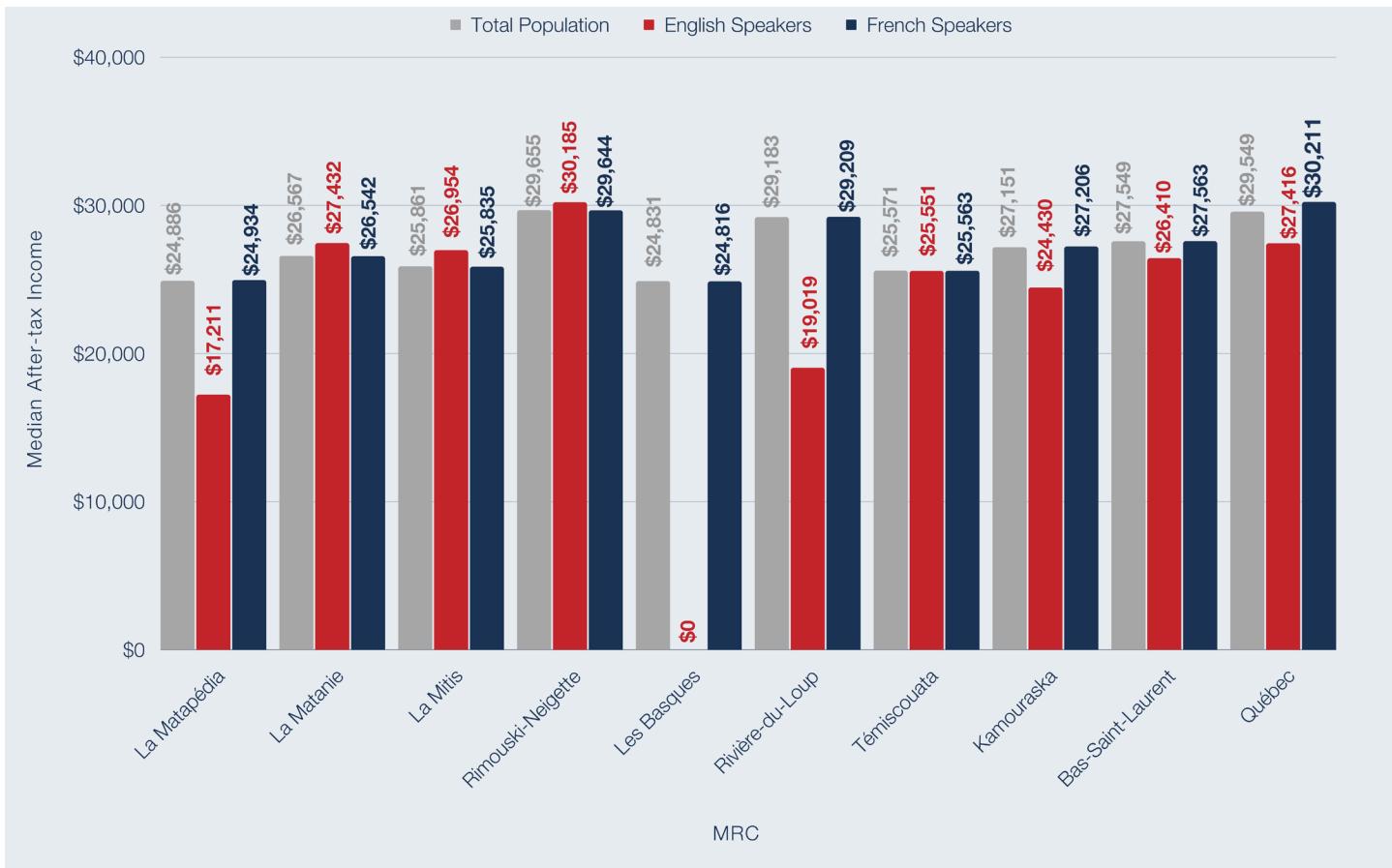
Median After-tax Income

English speakers in Bas-Saint-Laurent earn a lower median after-tax income than French speakers in the region (\$26,410 compared to \$27,563).¹¹

Income levels vary significantly among English speakers in different MRCs. In Rimouski-Neigette, English speakers earn a median after-tax income of \$30,185, which is the highest income earned by any linguistic group in any MRC in the region. In la Matapédia, English speakers earn a median after-tax income of \$17,211, which is among the lowest incomes observed in the province.

The income disparity between English speakers and French speakers is most significant in Rivière-du-Loup, where French speakers earn approximately \$10,000 more than English speakers.

Graph 14: Median After-tax Income in Bas-Saint-Laurent by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

11. 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.

Education



EDUCATION

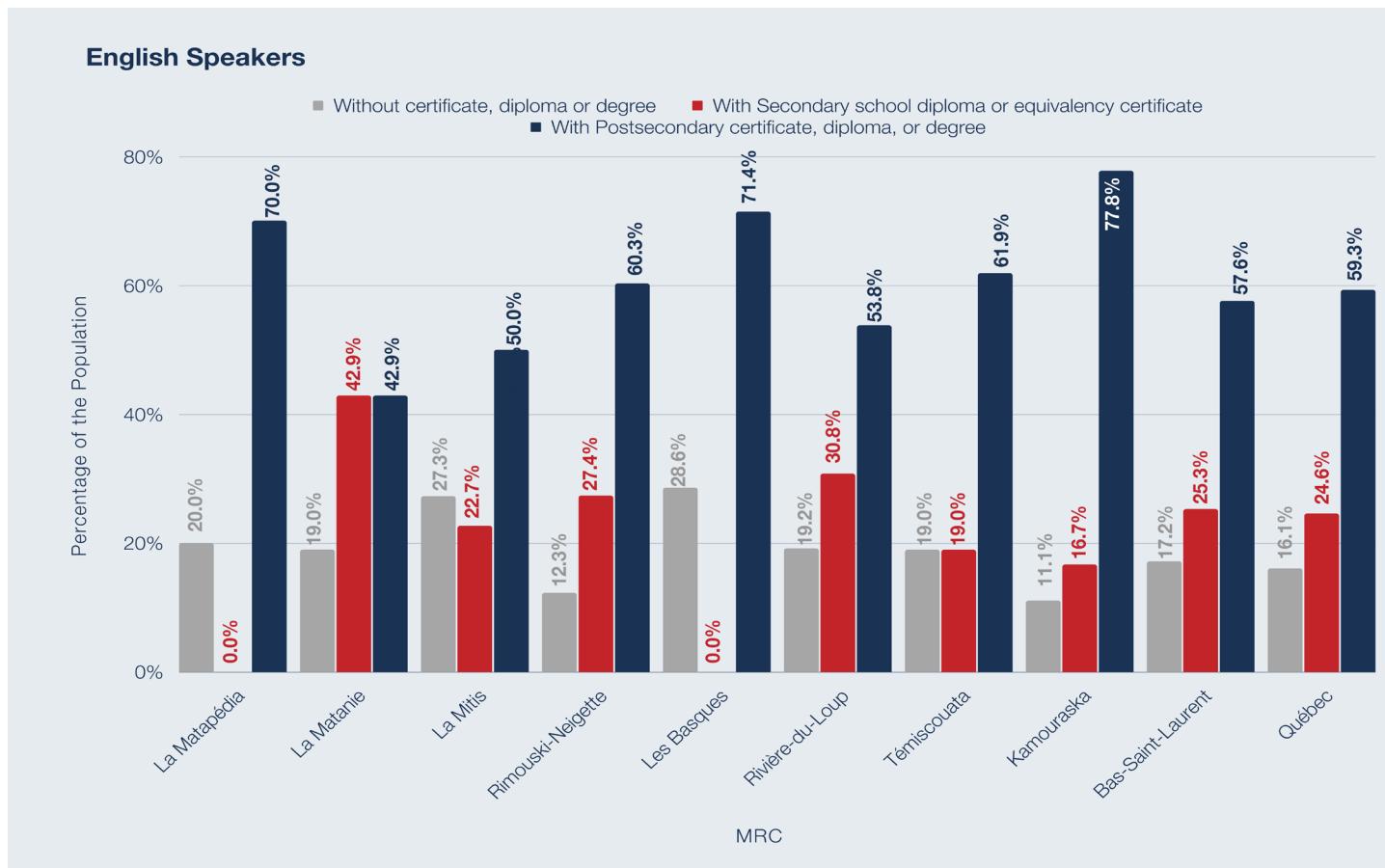
Educational Attainment

In most developed countries, employment, earnings, and labour productivity rise with educational attainment. Education provides the skills and training that are useful for labour market entry and advancement. In Québec, French is taught within the primary and secondary education systems, providing the opportunity for English-speaking Quebecers to learn French. However, like many skills taught within the standard education system, additional or supplementary training might be needed in order to prepare learners for the labour market. For English speakers with lower levels of French-language proficiency as well as those who did not receive French-language training in Québec, French-language training for the workforce can bridge the language gap and reduce the obstacles they face in obtaining and retaining employment.

Educational attainment remains a key determinant in individuals' employability and employment prospects, although the relationship between education and employment differs for English speakers across Québec.

English speakers in Bas-Saint-Laurent have a higher rate of postsecondary educational attainment compared to French speakers 57.6% and 56%, respectively.

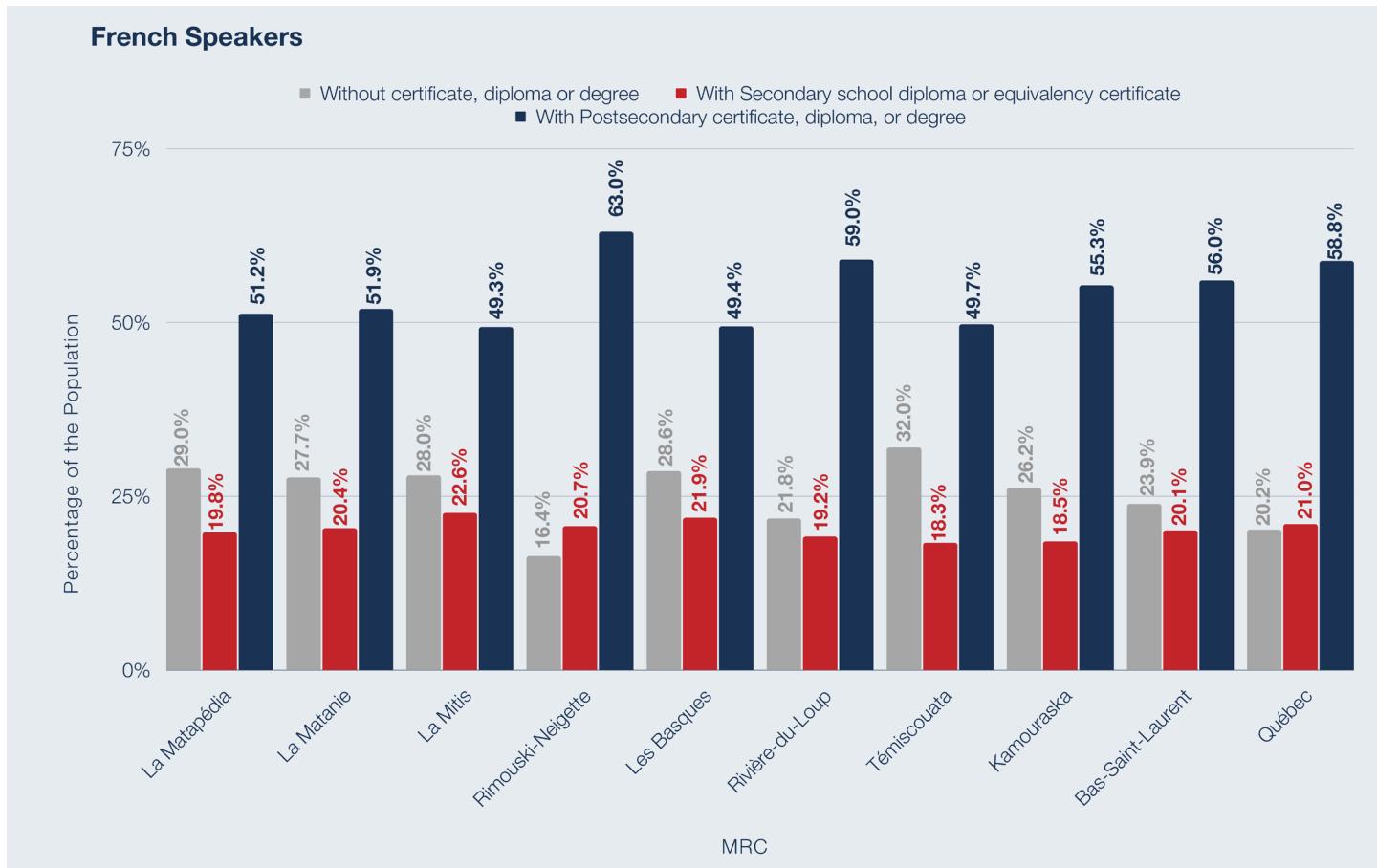
Graph 15a: Educational Attainment in Bas-Saint-Laurent by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

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Graph 15b: Educational Attainment in Bas-Saint-Laurent by MRC



Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

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