

Employment Profile of English Speakers in Outaouais

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.

**Secrétariat aux relations
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d'expression anglaise**

Québec 

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EXECUTIVE SUMMARY

This profile aims to contribute to the knowledge and understanding of the employment issues faced by Outaouais'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 Outaouais'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:

- Outaouais has a total population of 376,905 individuals; 70,575 (18.7%) are English speakers.
- Outaouais is an urban region with a higher proportion of economic activity in public services and administration (particularly federal public administration) industries, as well as the commerce, real estate, professional, scientific and technical industries, as well as cultural and information industries.
- Individuals aged 25-44 make up the largest portion of the labour force in Outaouais, across both linguistic communities.
- English-speaking men account for 10.4% of the labour force in Outaouais, while English-speaking women account for 8.9% of the labour force.
- English speakers in Outaouais experience an unemployment rate of 8.4%, while French speakers experience an unemployment rate of 6.6%. English speakers in closer proximity to the urban areas of Gatineau and Ottawa tend to have lower unemployment rates than those in more rural MRCs.
- Youth consistently experience the highest unemployment rates in the region, irrespective of linguistic identity. English-speaking youth in Outaouais have a much higher unemployment rate (17.2%) than French-speaking youth (13.9%).
- Women have a lower unemployment rate than men in Outaouais. English-speaking women experience

an unemployment rate of 7.3%, 2% lower than that of English-speaking men, at 9.3%. French-speaking women experience an unemployment rate of 5.4%, 2.4% lower than that of French-speaking men, at 7.8%.

- English speakers earn a lower median after-tax income than French speakers (\$30,384 compared to \$33,260).
- English and French speakers in Outaouais have very similar levels of postsecondary attainment (56.2% and 56.6%, respectively).

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 MRC and regional county municipality/municipalité régionale comté (RCM/MRC). MRCs 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 income taxes, provincial and territorial income taxes, less abatement where applicable.

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

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.

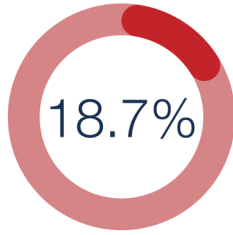
Population



POPULATION

Total Population

English-speaking Population



Outaouais

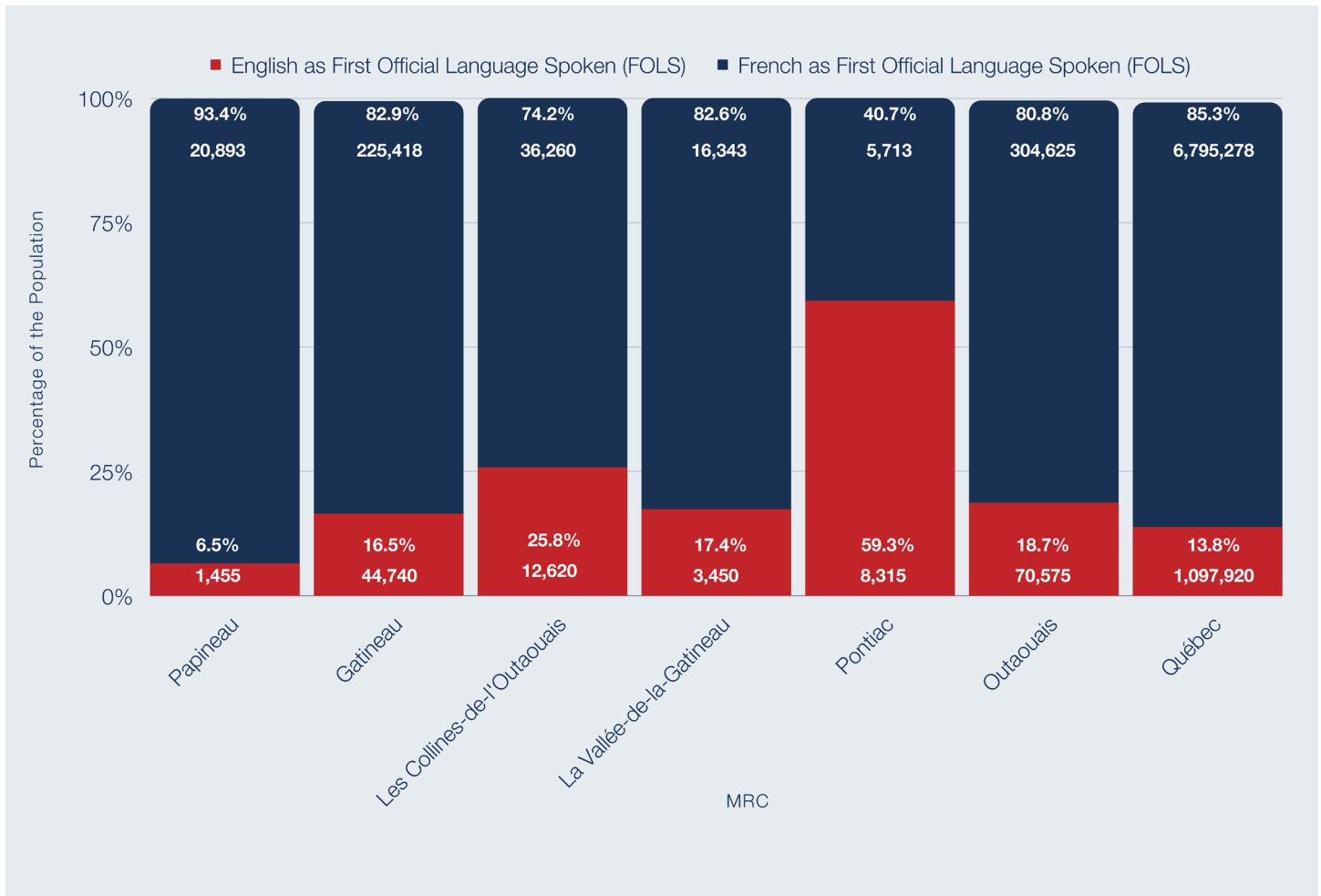
The population of Outaouais is 376,905. The English-speaking community in the region comprises 70,575 individuals, or 18.7% of the total population.

More than half of the English-speaking community (44,740) lives in Gatineau. However, Pontiac has the highest concentration of English speakers (59.3%) in the region. This is also one of the highest concentrations of English speakers in any MRC in the province.

The Kitigan Zibi and Rapid Lake First Nations reserves are located within the geographical territory of Pontiac. Kitigan Zibi is the largest Algonquin Nation in Canada both in terms of territory size and population. The majority of members of the Kitigan Zibi First Nations speak English as their first official language and, as such, are primarily represented within the English FOLS data.

The Rapid Lake First Nations did not give permission for the census to be administered and is therefore not represented within the census data and by extension, this profile.³

Graph 1: Total Population of Outaouais by MRC



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

³ Statistics Canada. "About the data, Census Profile, 2016 Census: Incompletely Enumerated Indian Reserves and Indian Settlements," (2019). Government of Canada. Retrieved from: <https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/prof/about-apropos/about-apropos.cfm?Lang=E>

POPULATION

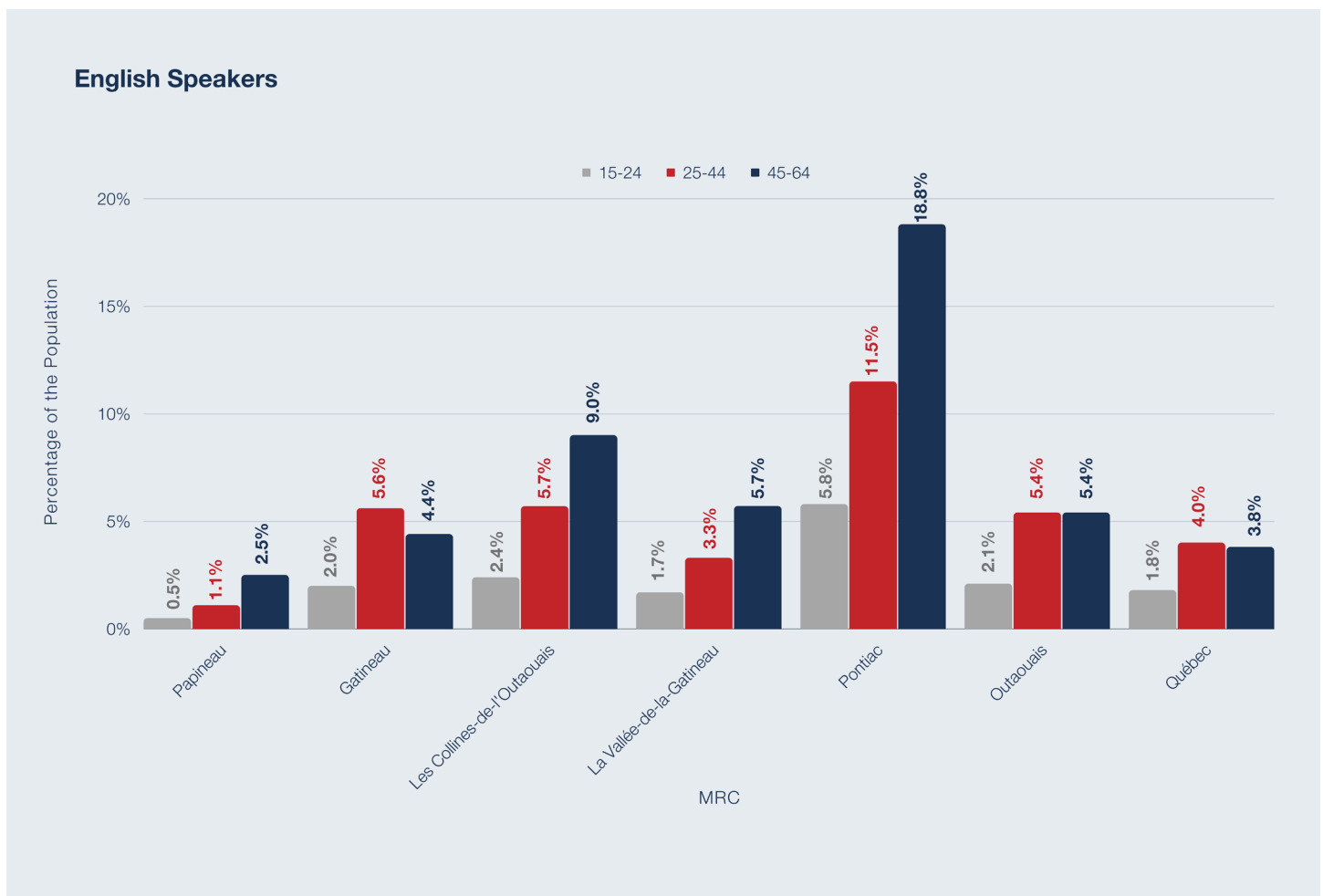
Age Structure of Population

English speakers aged 25-44 and 45-64 both account for 5.4% of the Outaouais population. Among French speakers, 45-64 year olds are the majority age group, representing 24.5% of the total population.

Gatineau is the only MRC with more English speakers aged 25-44 than 45-64. The rest of the MRCs have more English speakers aged 45-64.

Youth aged 15-24 constitute the smallest age group in the region, irrespective of linguistic identity.

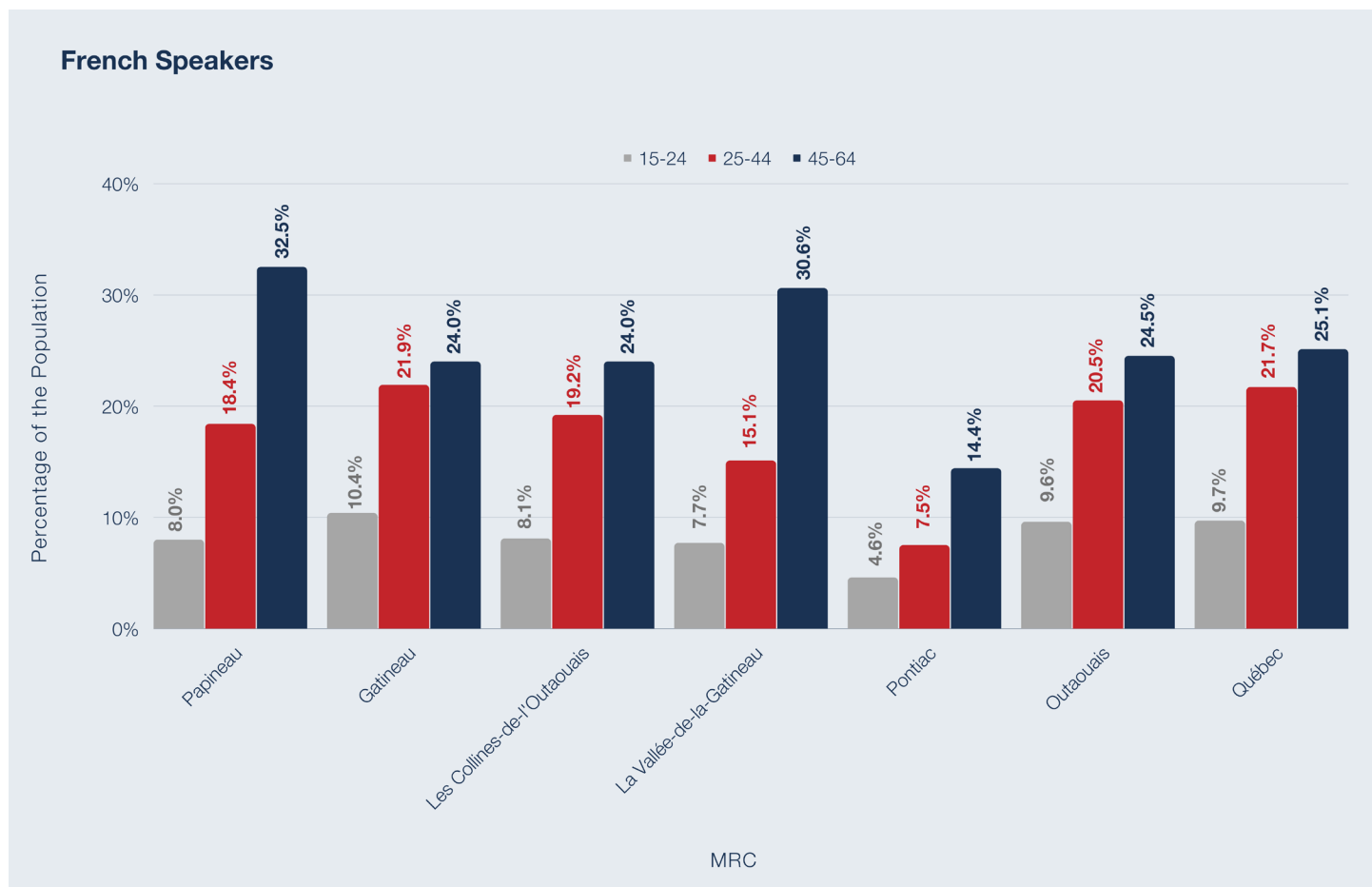
Graph 2a: Age Structure of Outaouais' Population by MRC



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

POPULATION

Graph 2b: Age Structure of Outaouais' Population by MRC



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

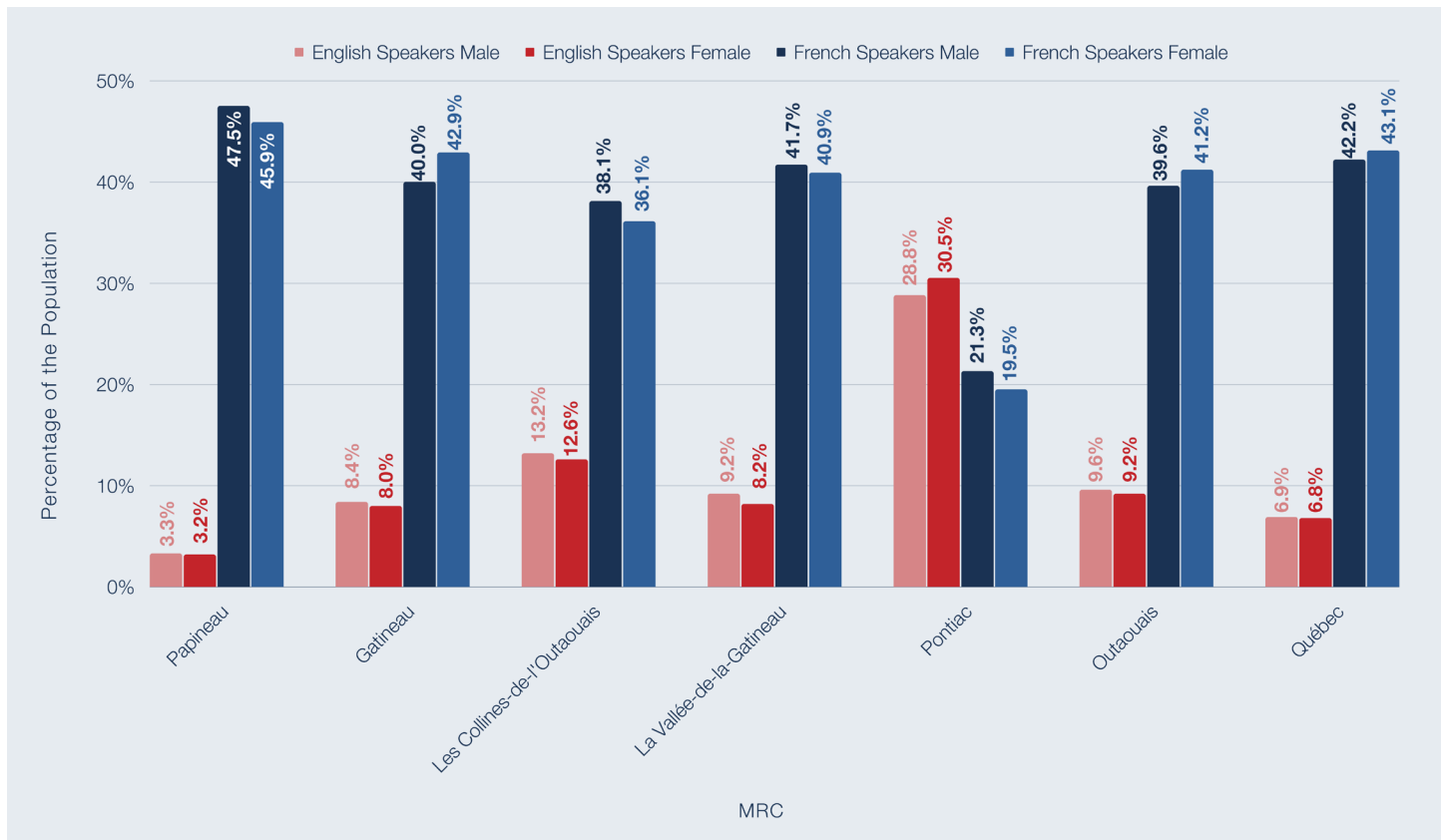
POPULATION

Sex Structure of Population

There are slightly more English-speaking men than women in the Outaouais region (9.6% versus 9.2%). However, there are more French-speaking women than men in the region (41.2% versus 39.6%)

Pontiac is the only MRC with more English-speaking women than men.

Graph 3: Sex Structure of Outaouais' Population by MRC



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

Economic Structure



ECONOMIC STRUCTURE

Outaouais is designated as an urban region in Québec's Economic Development Index.⁴ As of 2018, Outaouais has a score of 98.7, a decrease from its 2013 score of 100.5. The fall below the 100 point threshold indicates economic performance below the provincial average, but Outaouais nevertheless ranks highly among the other regions.⁵

Economic activity in the region is largely oriented towards the service sector, particularly public administration owing to the region's proximity to the nation's capital (and the location of a number of federal offices in the city of Gatineau). Other prominent industries include finance, real estate and rental and leasing, and management of companies. In the areas outside of these urban hubs, industries such as agricultural, forestry, and manufacturing are also significant.⁶

From 2013-2017, the sales of manufactured goods produced in the region increased by an average of 2.2% per year, compared to a provincial yearly growth rate of 3%.⁷ Following this period (2017-2021) private investment in the region increased by an average of 3.4% annually, compared to a provincial growth in private investment of 3.7% annually. Upcoming projects include several commercial and residential developments in Gatineau, a new archival preservation centre, the expansion of highway 50 and other roadwork. There are also long term plans to develop a hospital in Outaouais, as well as to develop a tramway connecting Gatineau and downtown Ottawa, but these are in the scoping phase (pre-investment).⁸

4. 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.

5. Frédéric Hamelin. "Portrait économique des régions du Québec," (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.

6. Chantal Routhier. "Études régionales: Région administrative de l'Outaouais," (2021). Desjardins. Retrieved from: <https://www.desjardins.com/ressources/pdf/21Outaouais-f.pdf?resVer=1624903126000>, page 6.

7. Ministère de l'Économie et de l'Innovation du Québec. "Région Outaouais: Secteur des entreprises," (2021). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/outaouais/portrait-regional/secteur-des-entreprises/>

8. Routhier. "Études régionales: Région administrative de l'Outaouais," 10.

Industries



INDUSTRIES

Top Industries for Total Population

The service sector accounts for the vast majority of jobs in Outaouais (87.4%). This is also the case at the provincial level, but the share of jobs is less (79.9%). In Outaouais, there is a higher proportion of economic activity in public services and administration (particularly federal public administration) industries, as well as the commerce, real estate, professional, scientific and technical industries, as well as cultural and information industries.⁹

Both the primary sector and manufacturing sector account for a smaller proportion of jobs within the region as compared to Quebec as a whole.

The construction sector in Outaouais is larger (7.9%) than that of Quebec (6.2%), likely owing to development in the Gatineau area.

Public administration occupations in the region include federal legislative roles, federal protection and corrections, human resources and administration.

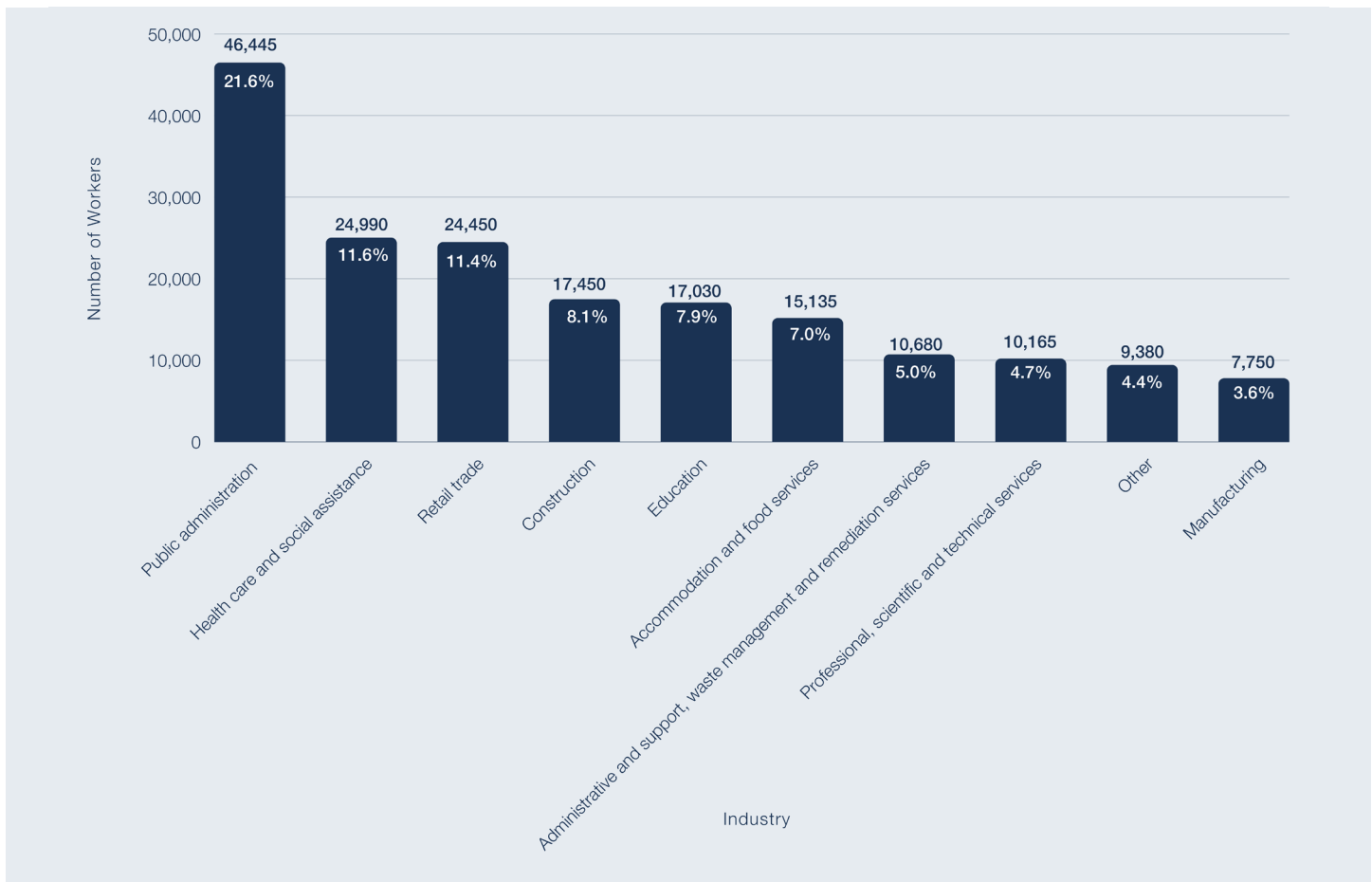
Services



Construction



Graph 4: Top 10 Industries in Outaouais 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 Outaouais: Structure économique," (2021). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/outaouais/portrait-regional/structure-economique/>

INDUSTRIES

Top Industries for English Speakers

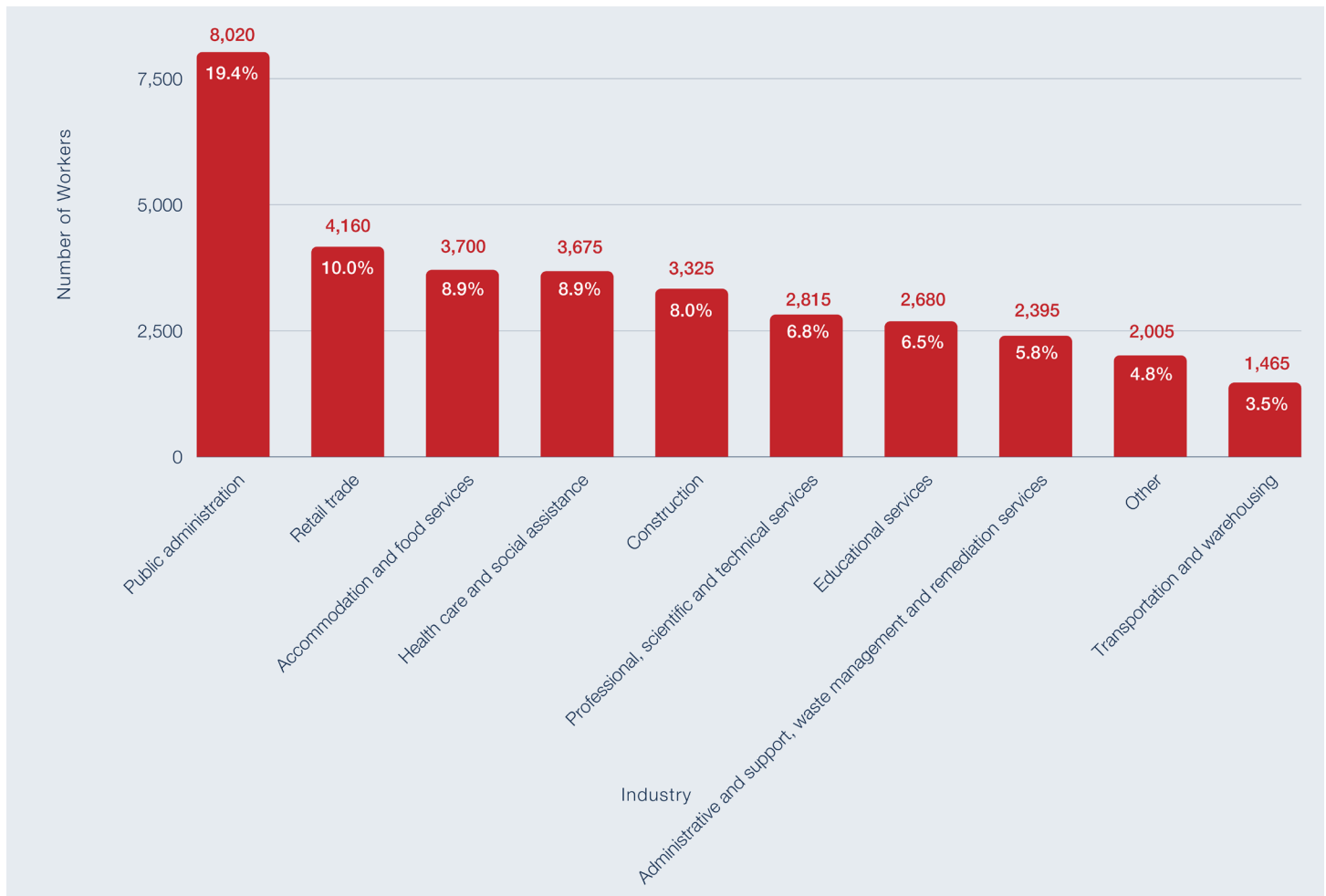
The main industries in which English speakers work are similar to those of the total population.

In Pontiac, English speakers are predominantly engaged in construction and health services.

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.

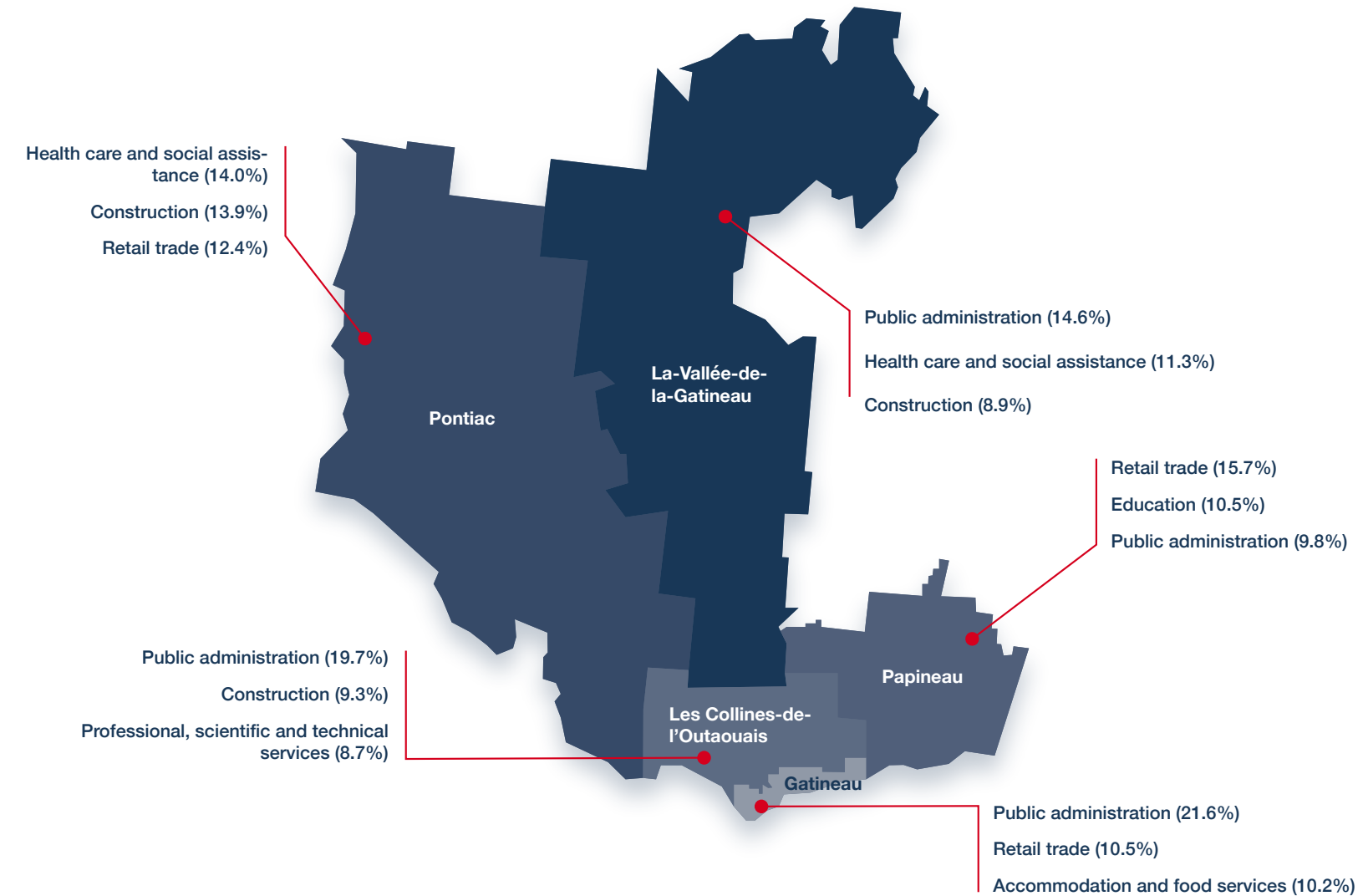
Graph 5: Top 10 Industries in Outaouais for English Speakers by Number of Workers



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

INDUSTRIES

Map 1: Top Industries in Outaouais per MRC for English Speakers



Industry (Percentage of English speakers working in industry)

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

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

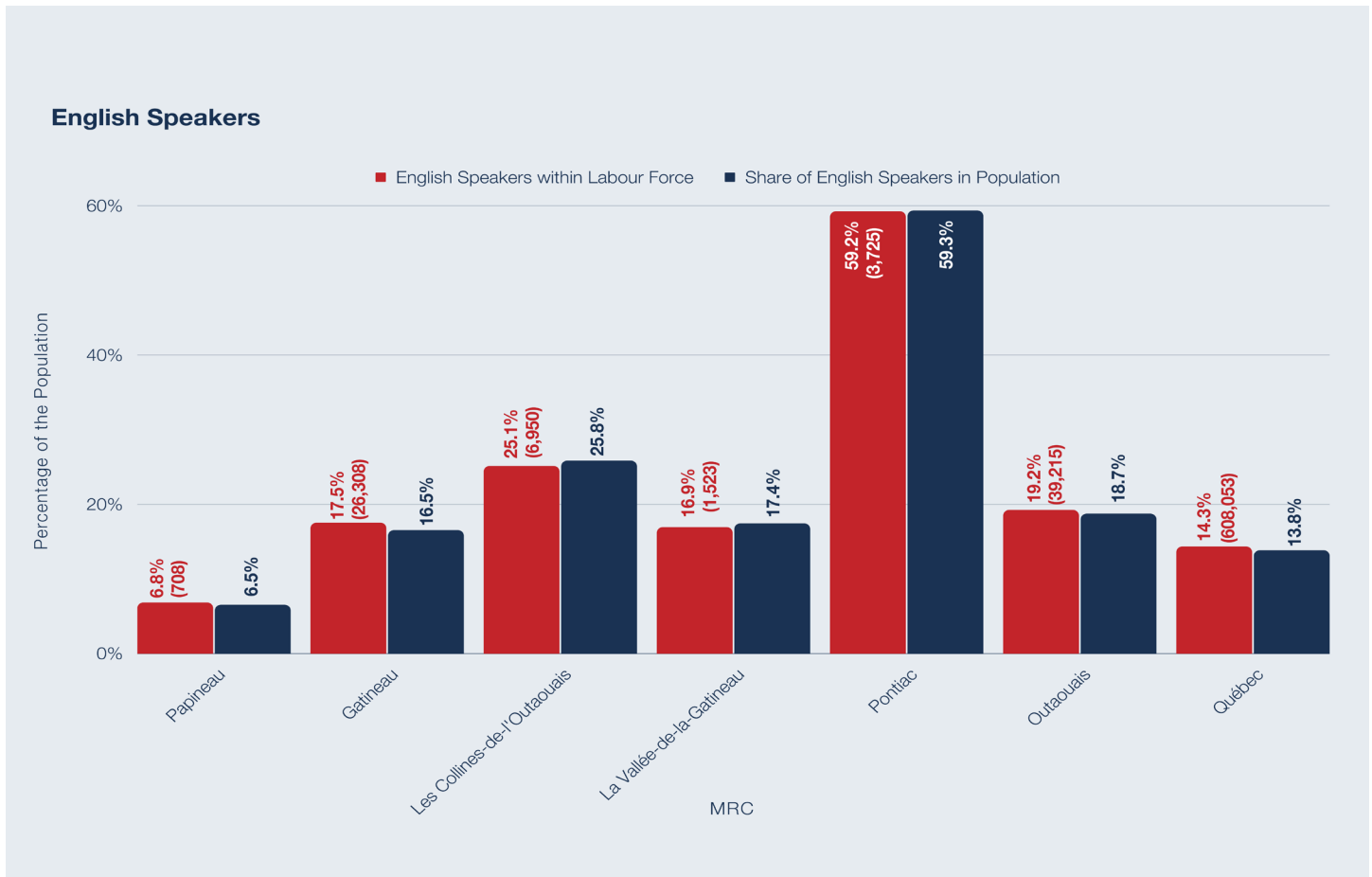
The English-speaking community makes up approximately 18.7% of the population in Outaouais and 19.2% of the labour force in the region.

There are 39,215 English speakers within the 203,865-person labour force of Outaouais.

In Gatineau, English speakers represent 17.5% of the labour force and 16.5% of the total population.

English speakers are underrepresented in the labour force in the MRCs of Les Collines-de-l'Outaouais, La Vallée-de-la-Gatineau, and Pontiac.

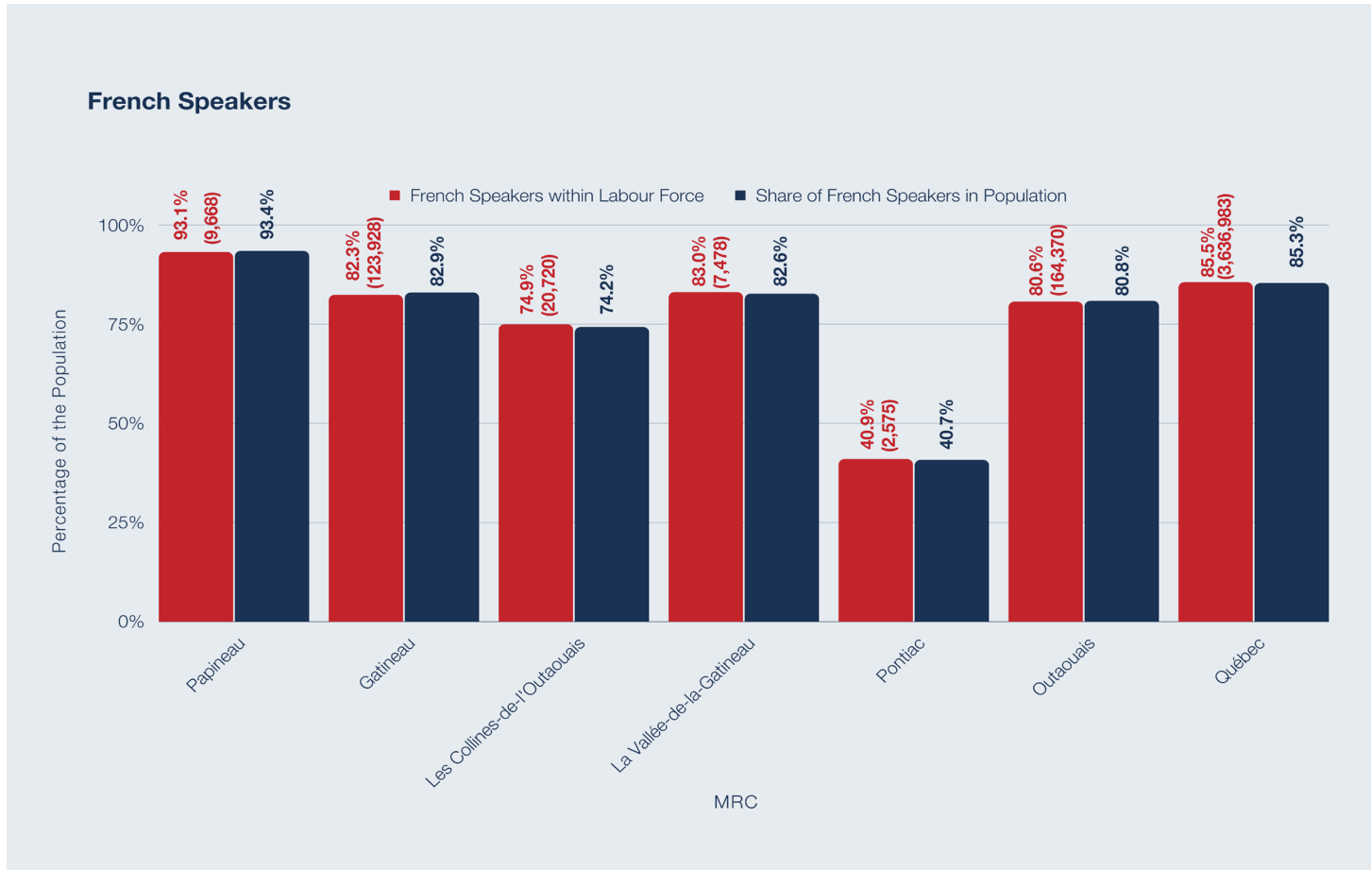
Graph 6a: Labour Force of Outaouais by MRC



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

LABOUR FORCE

Graph 6b: Labour Force of Outaouais by MRC



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

LABOUR FORCE

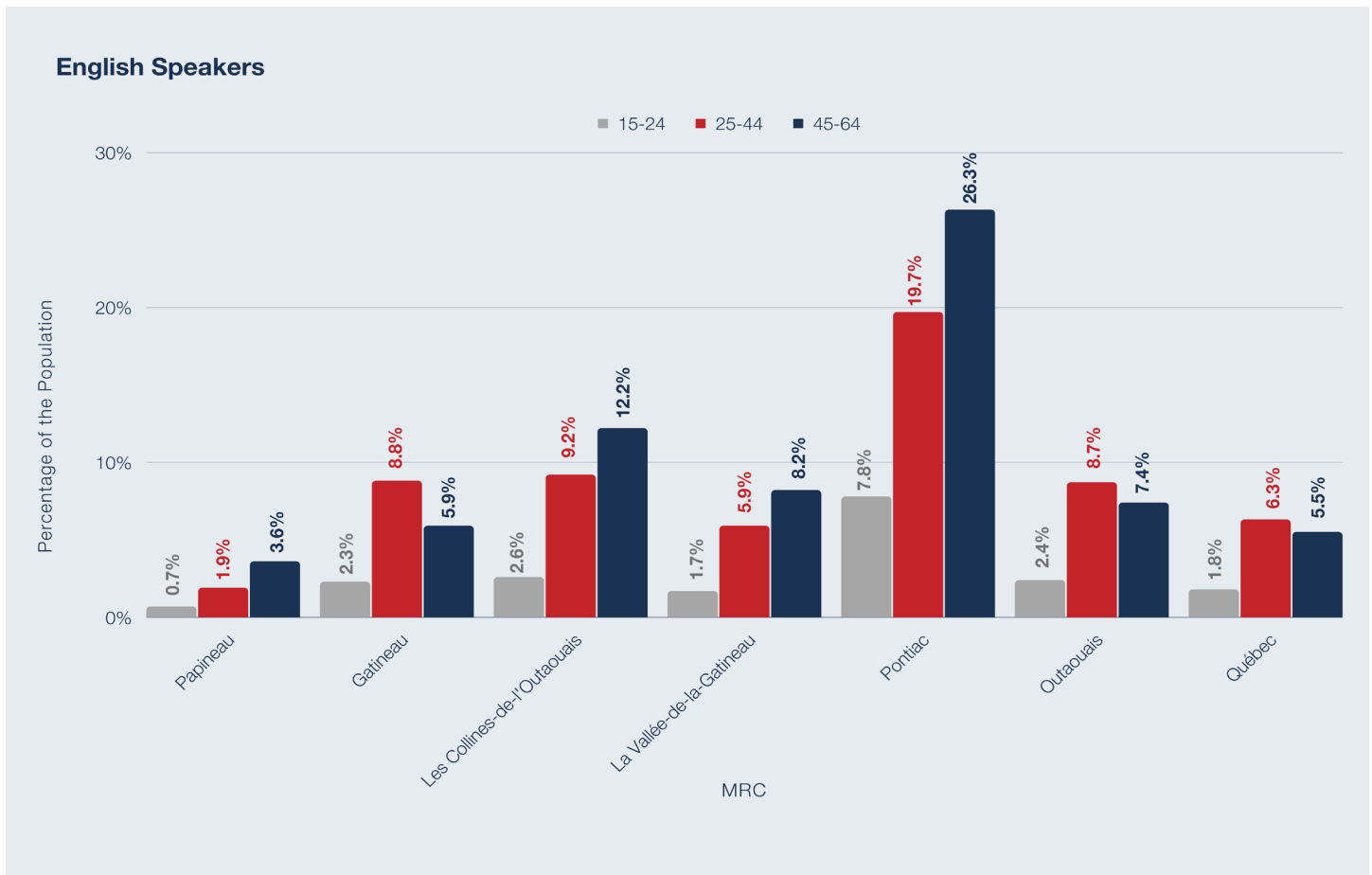
Age Structure of Labour Force

Individuals aged 25-44 make up the largest portion of the labour force in Outaouais, across both linguistic groups. This is also the case at the provincial level.

Within individual MRCs, Gatineau is the only MRC with more English speakers aged 25-44 than 45-64 in the labour force.

Youth consistently make up the smallest portion of the labour force, irrespective of linguistic identity.

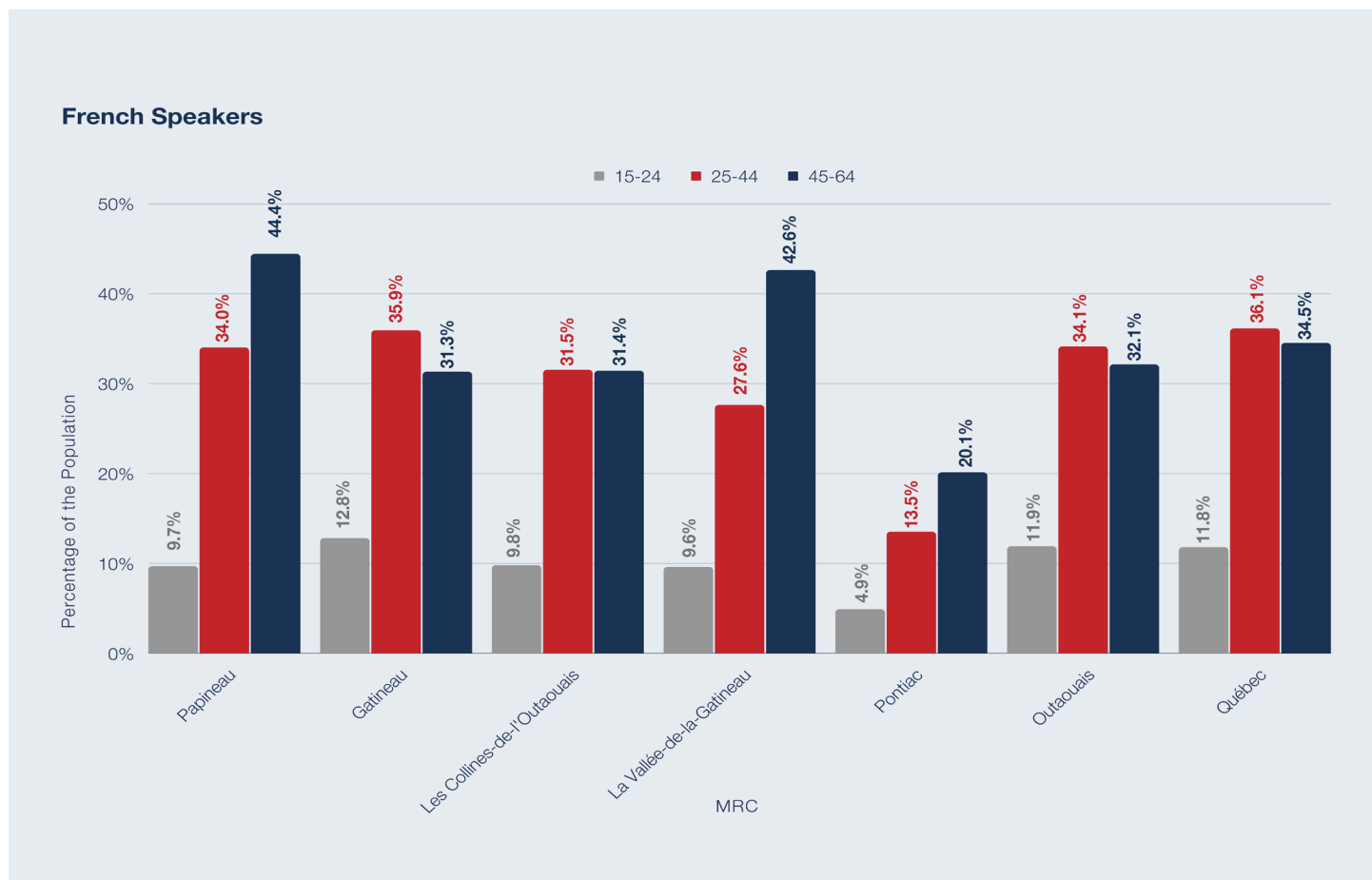
Graph 7a: Age Structure of Outaouais' Labour Force by MRC



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

LABOUR FORCE

Graph 7b: Age Structure of Outaouais' Labour Force by MRC



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

LABOUR FORCE

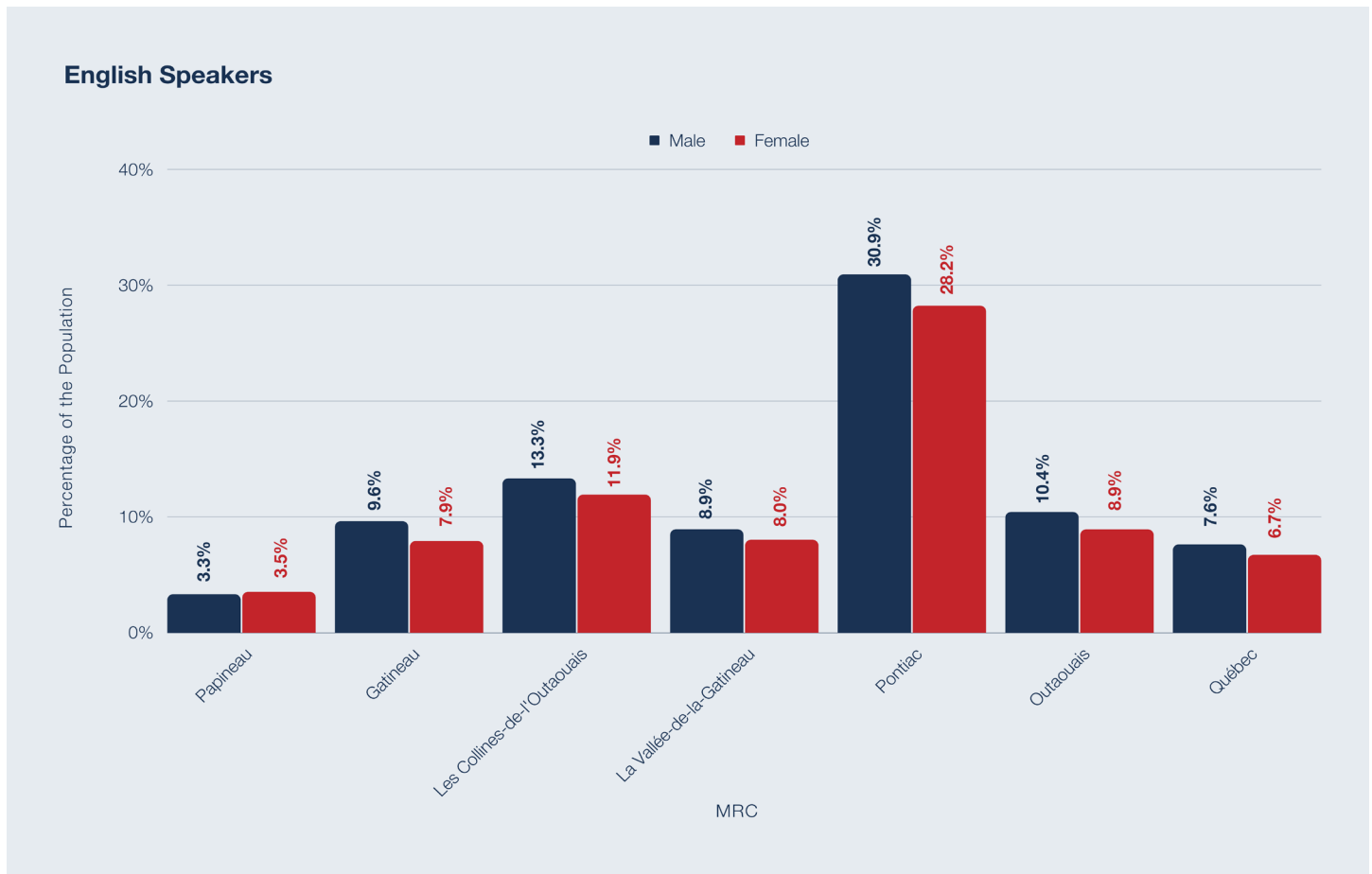
Sex Structure of Labour Force

Among both English and French speakers, there are more men than women in the labour force in Outaouais.

English-speaking men account for 10.4% of the labour force in the region, while English-speaking women account for 8.9% of the labour force.

Papineau is the only region with more English-speaking women than men in the labour force (3.5% versus 3.3%).

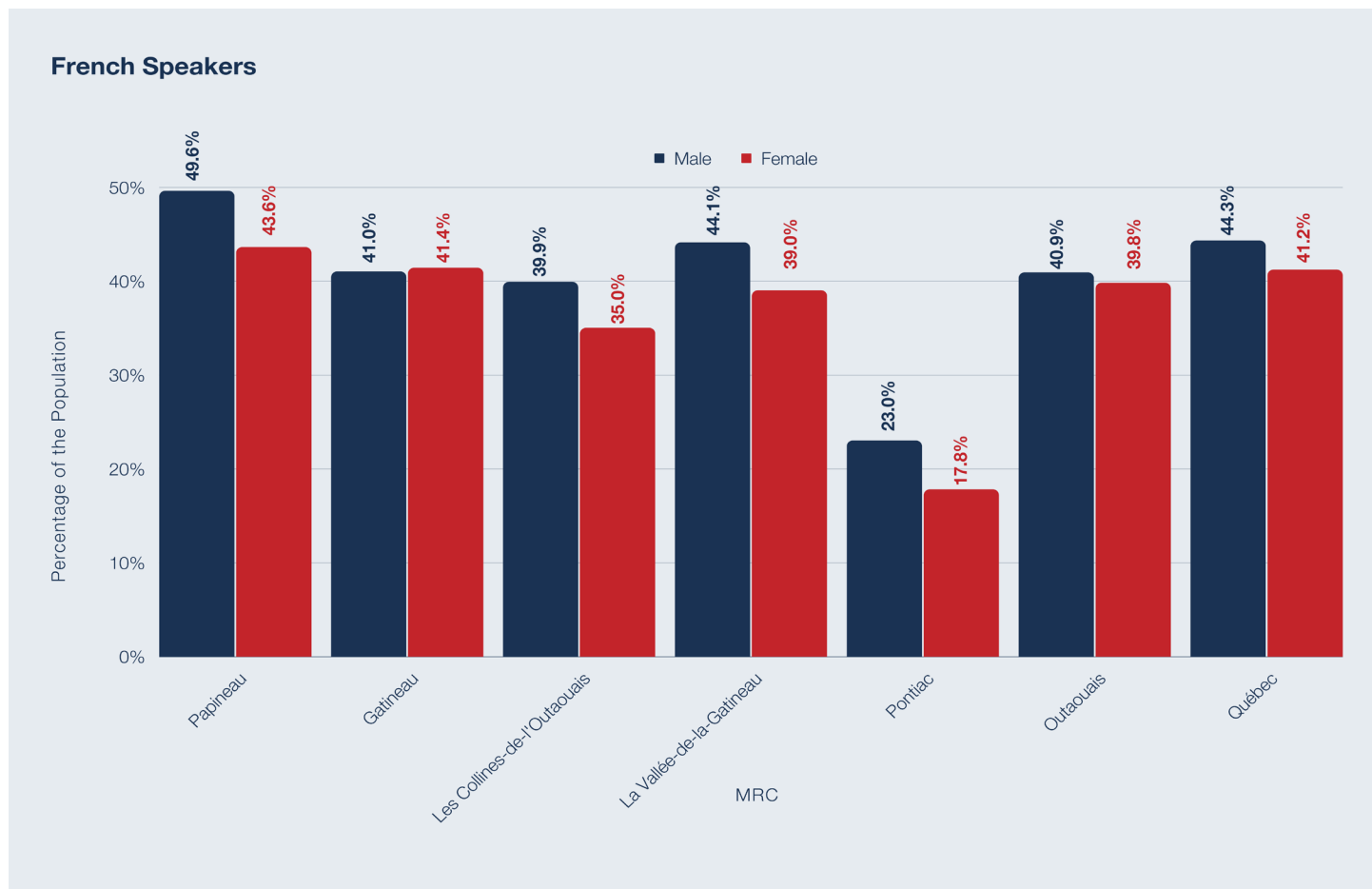
Graph 8a: Sex Structure of Outaouais' Labour Force by MRC



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

LABOUR FORCE

Graph 8b: Sex Structure of Outaouais' 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.

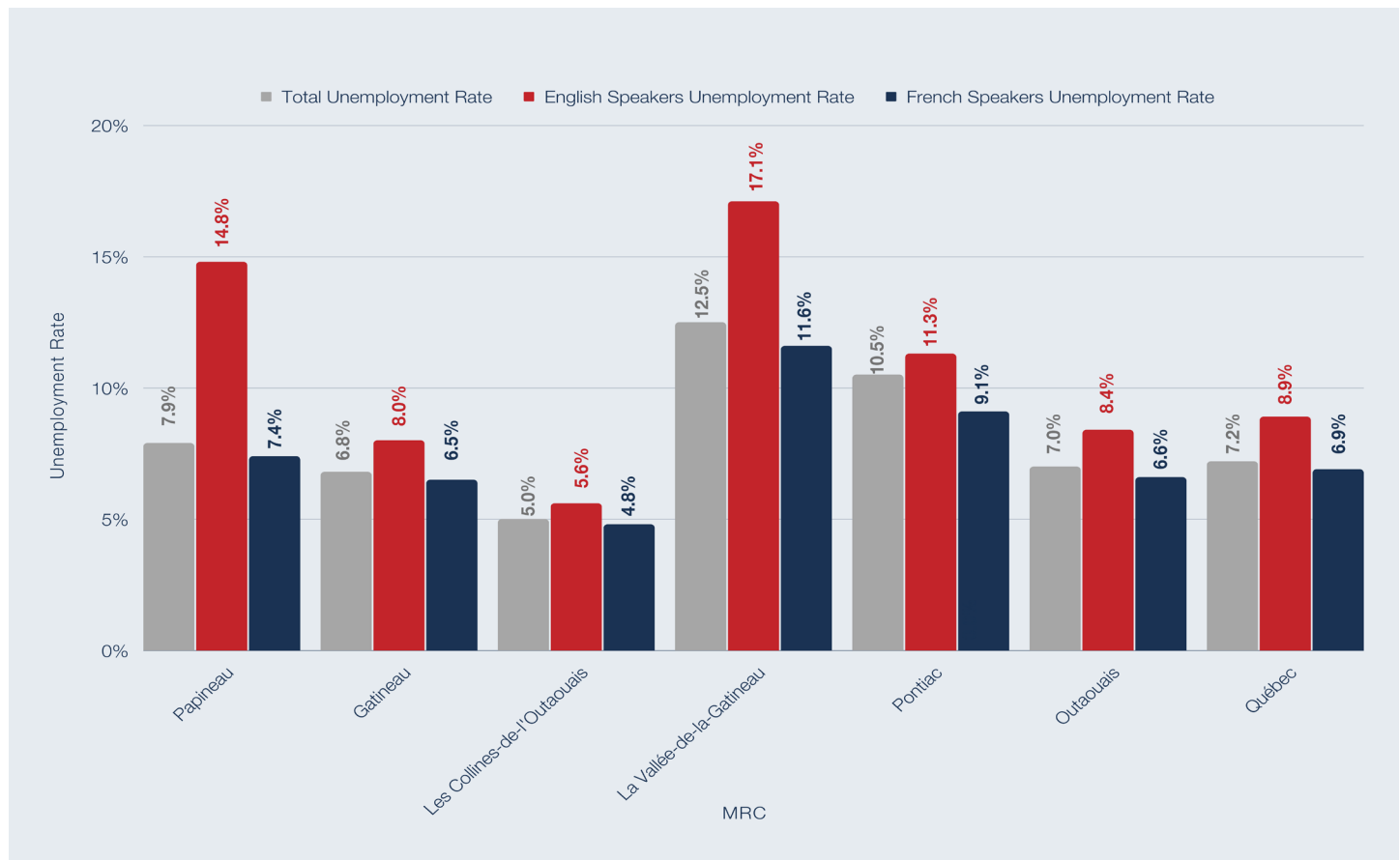
Part-time, temporary, and low-paying work are still considered employment and are not considered part of the unemployment rate. Despite this, the unemployment rate remains an important official measure and indicates the lost wages, reduced economic growth, and difficulties that communities face due to joblessness.

English speakers in Outaouais experience an unemployment rate of 8.4%, while French speakers experience an unemployment rate of 6.6%.

English speakers in la Vallée-de-la-Gatineau experience the highest unemployment rate in the region, at 17.1%.

In Papineau, English speakers' unemployment rate is double that of French speakers (14.8% compared to 7.4%)

Graph 9: Unemployment Rate in Outaouais by MRC



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

UNEMPLOYMENT RATE

Age Structure of Unemployment Rate

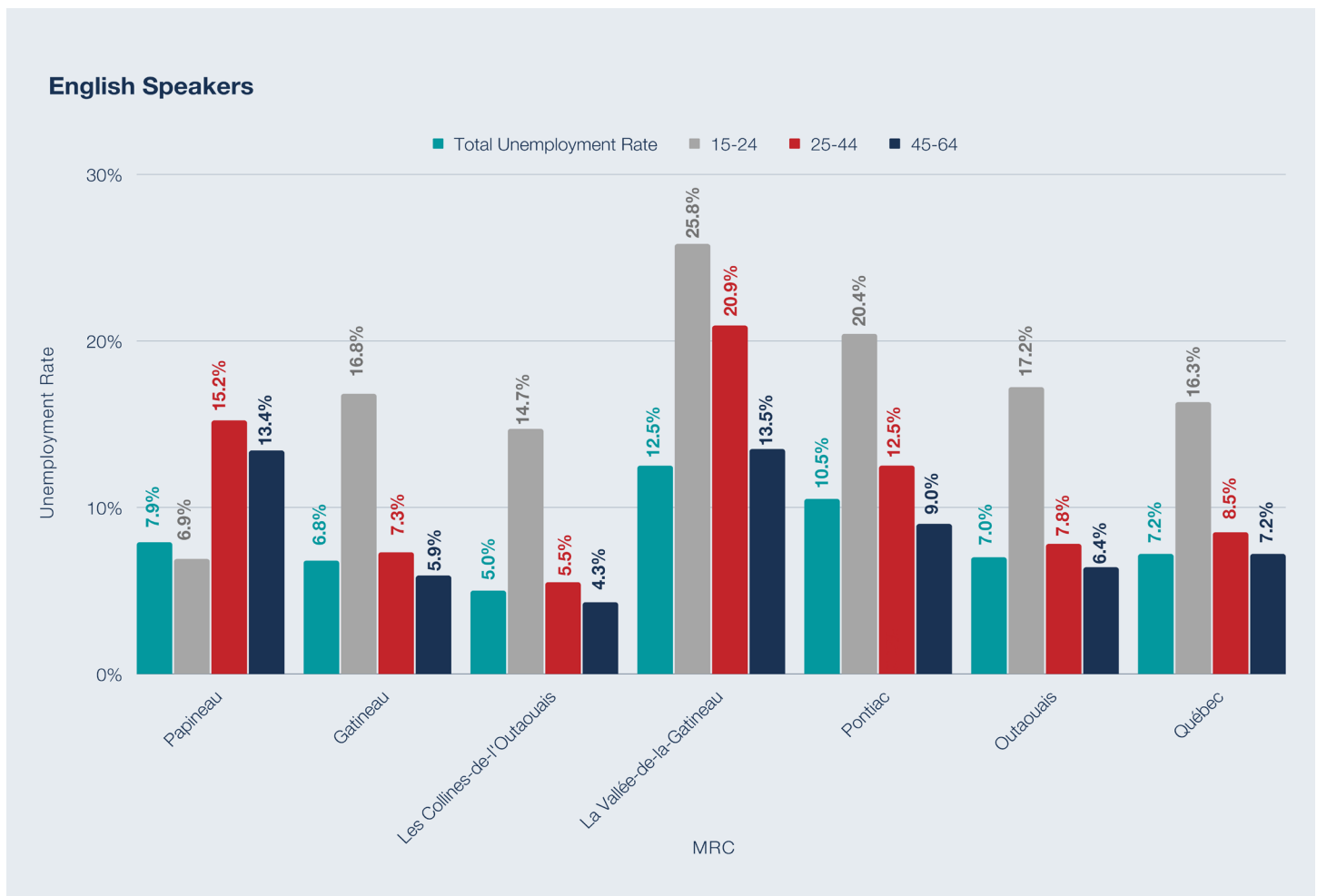
Among English speakers, the unemployment rate decreases with age, such that individuals aged 45-64 have the lowest unemployment rate (6.4%) of any English-speaking age group.

Among French speakers, individuals aged 25-44 have the lowest unemployment rate (5.2%).

Youth consistently experience the highest unemployment rates, irrespective of linguistic identity. English-speaking youth in Outaouais have a much higher unemployment rate (17.2%) than French-speaking youth (13.9%).

English-speaking youth in la Vallée-de-la-Gatineau have the highest unemployment rate, at 25.8%.

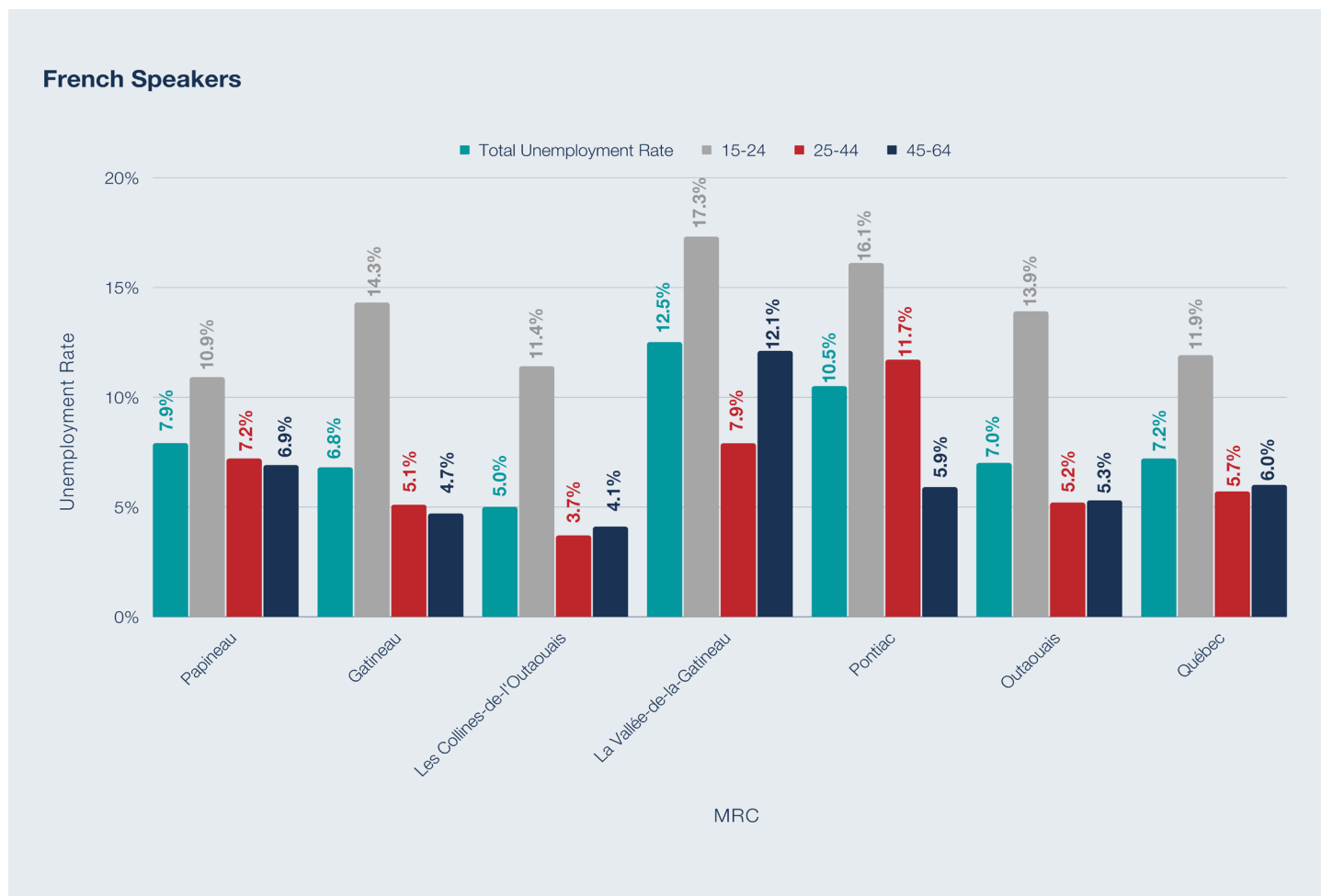
Graph 10a: Age Structure of Unemployment Rate in Outaouais by MRC



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

UNEMPLOYMENT RATE

Graph 10b: Age Structure of Unemployment Rate in Outaouais by MRC



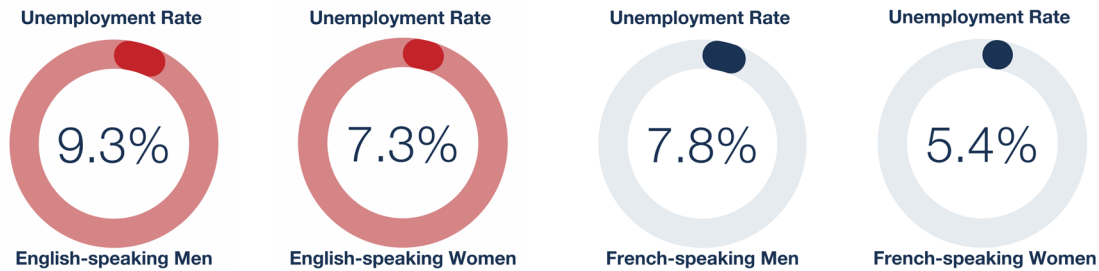
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

UNEMPLOYMENT RATE

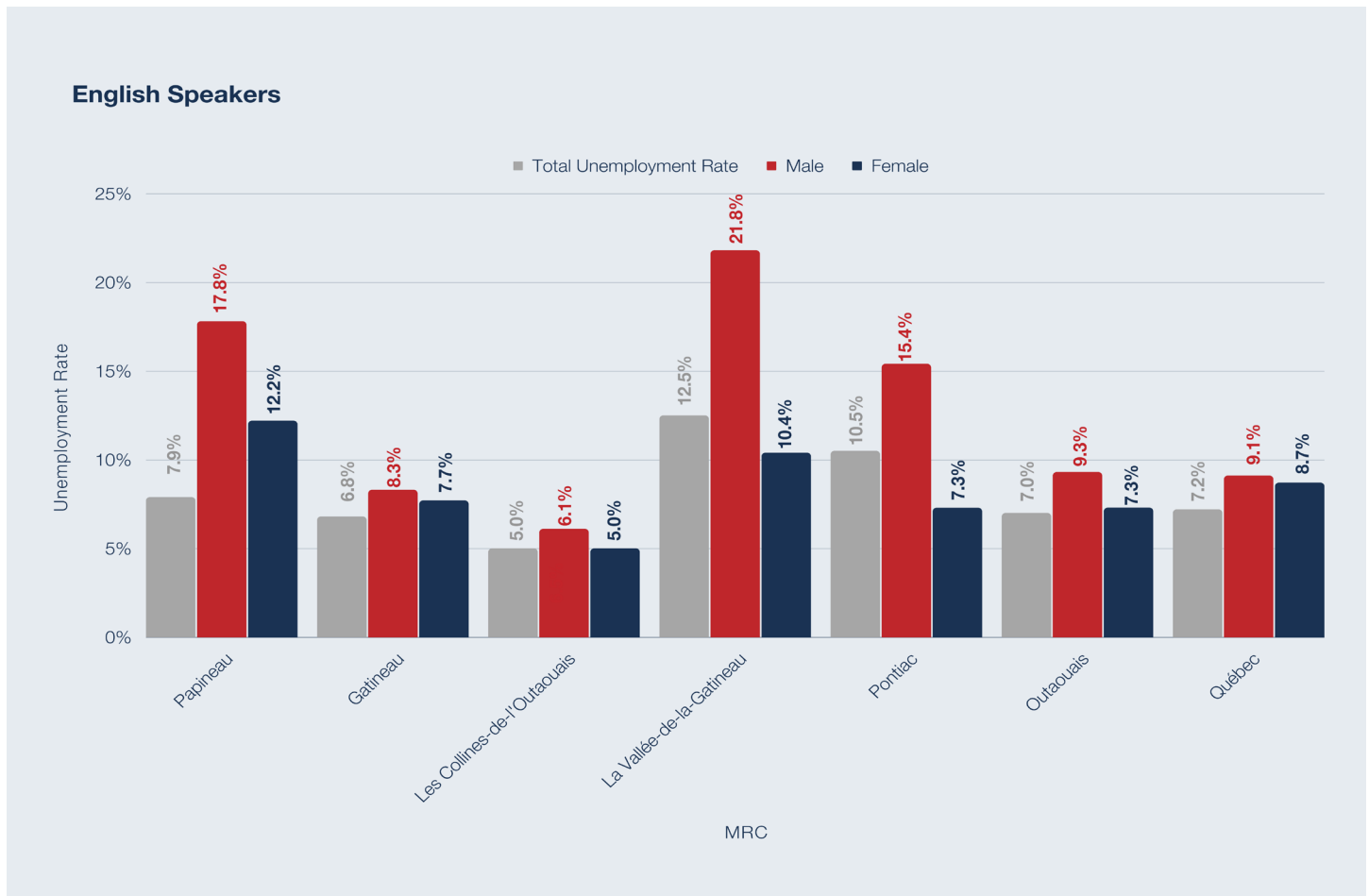
Sex Structure of Unemployment Rate

Among both English and French speakers, women tend to have a lower unemployment rate. English-speaking women experience an unemployment rate of 7.3%, 2% lower than English-speaking men. French-speaking women experience an unemployment rate of 5.4%, 1.9% lower than English-speaking women and 2.4% lower than French-speaking men.

In la Vallée-de-la-Gatineau, men experience an unemployment rate approximately double that of women.



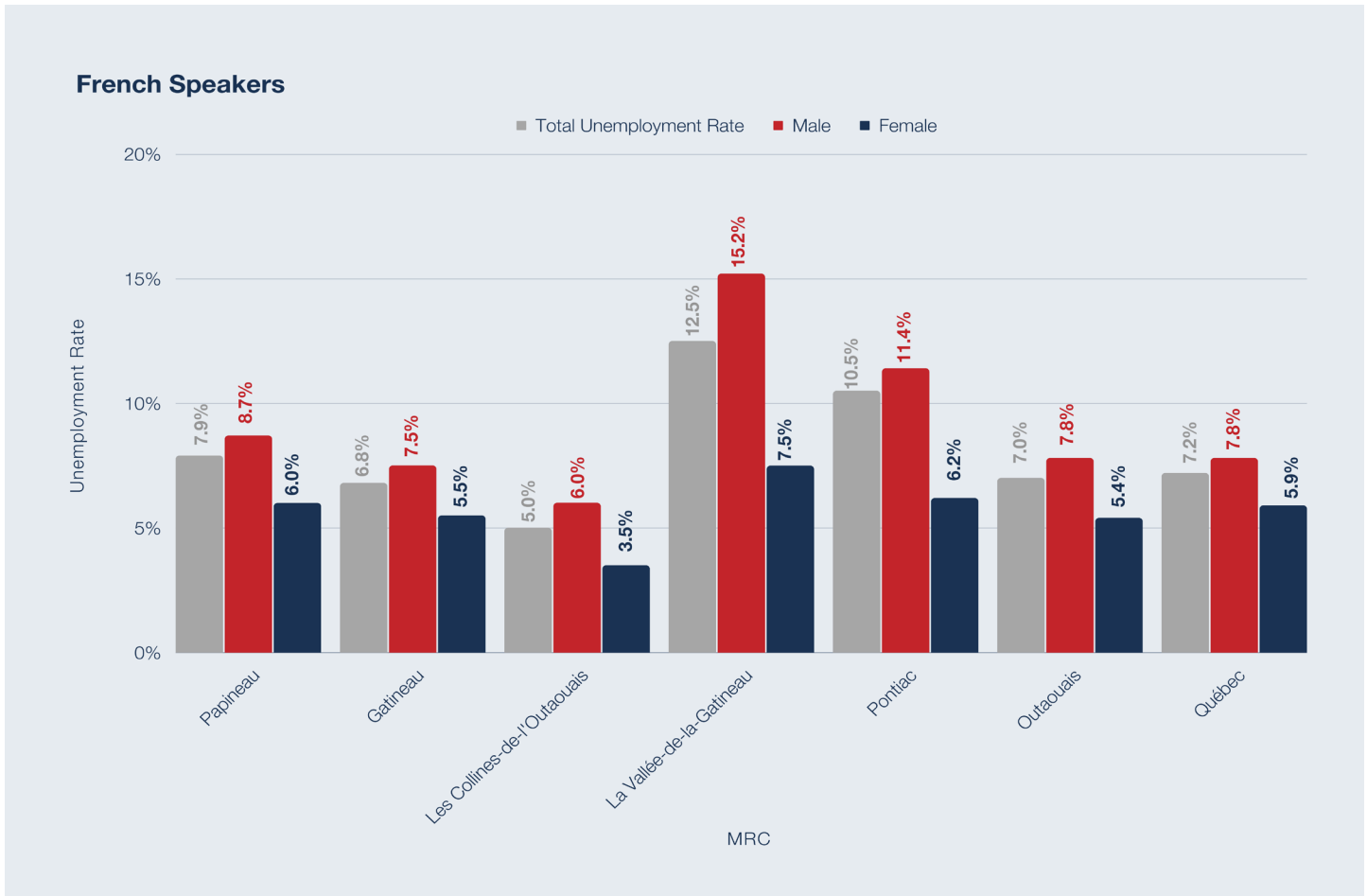
Graph 11a: Sex Structure of Unemployment Rate in Outaouais by MRC



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

UNEMPLOYMENT RATE

Graph 11b: Sex Structure of Unemployment Rate in Outaouais by MRC



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

Work Activity

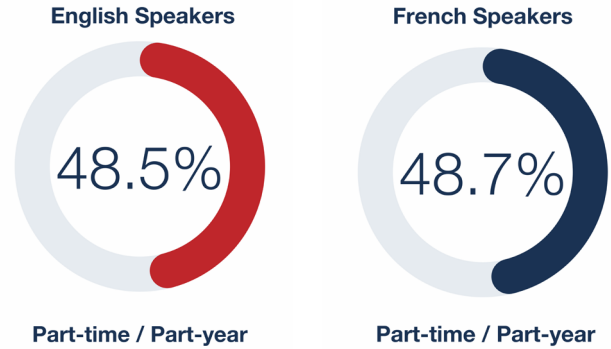


WORK ACTIVITY

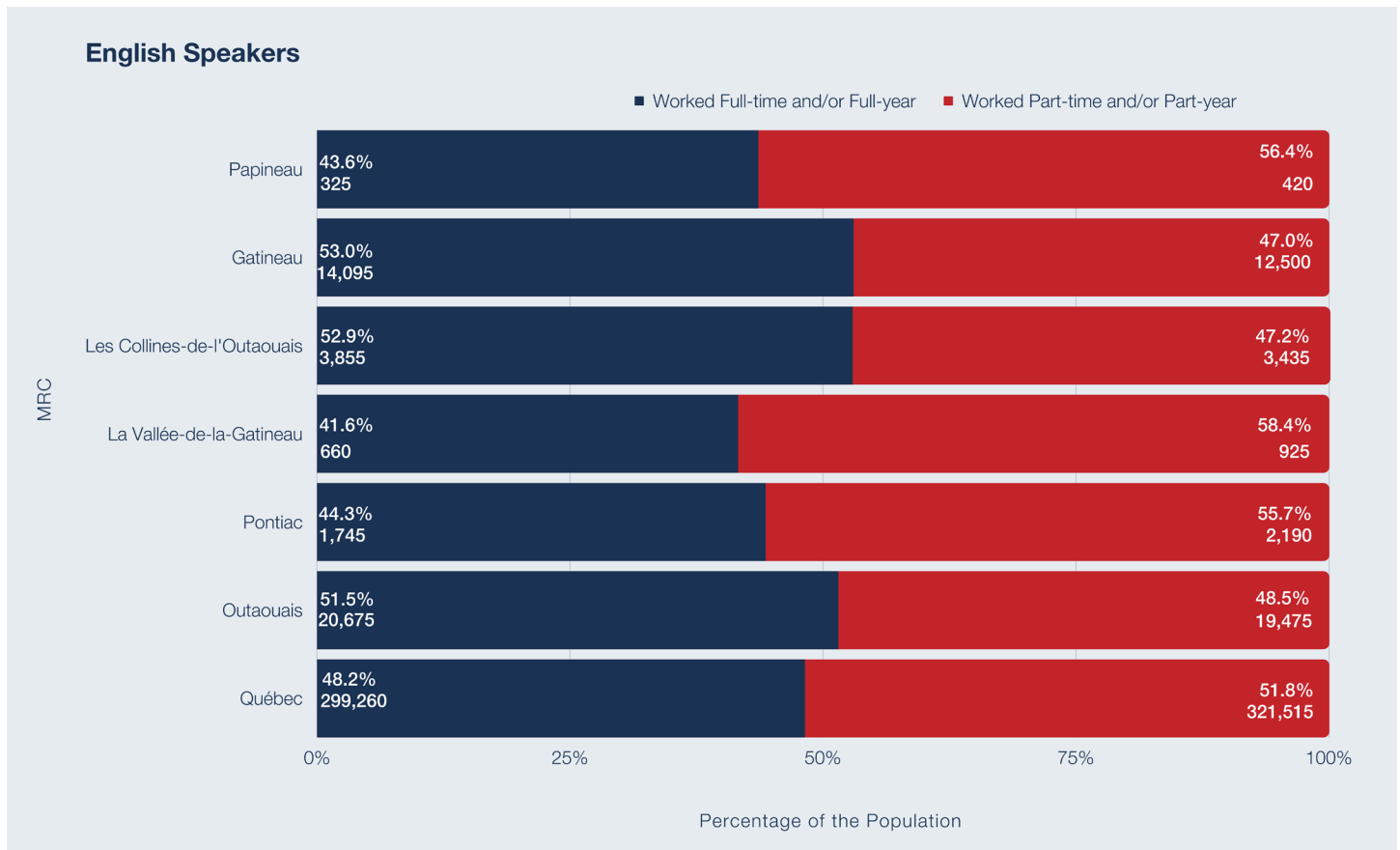
Engagement in Part- and Full-time Work

The majority of both English speakers (51.5%) and French speakers (51.3%) in Outaouais work full-time.

Within individual MRCs, Gatineau and les Collines-de-l'Outaouais are the only MRCs where the majority of people (both French and English speakers) work full-time. These MRCs have a concentration of workers in public service and administration.



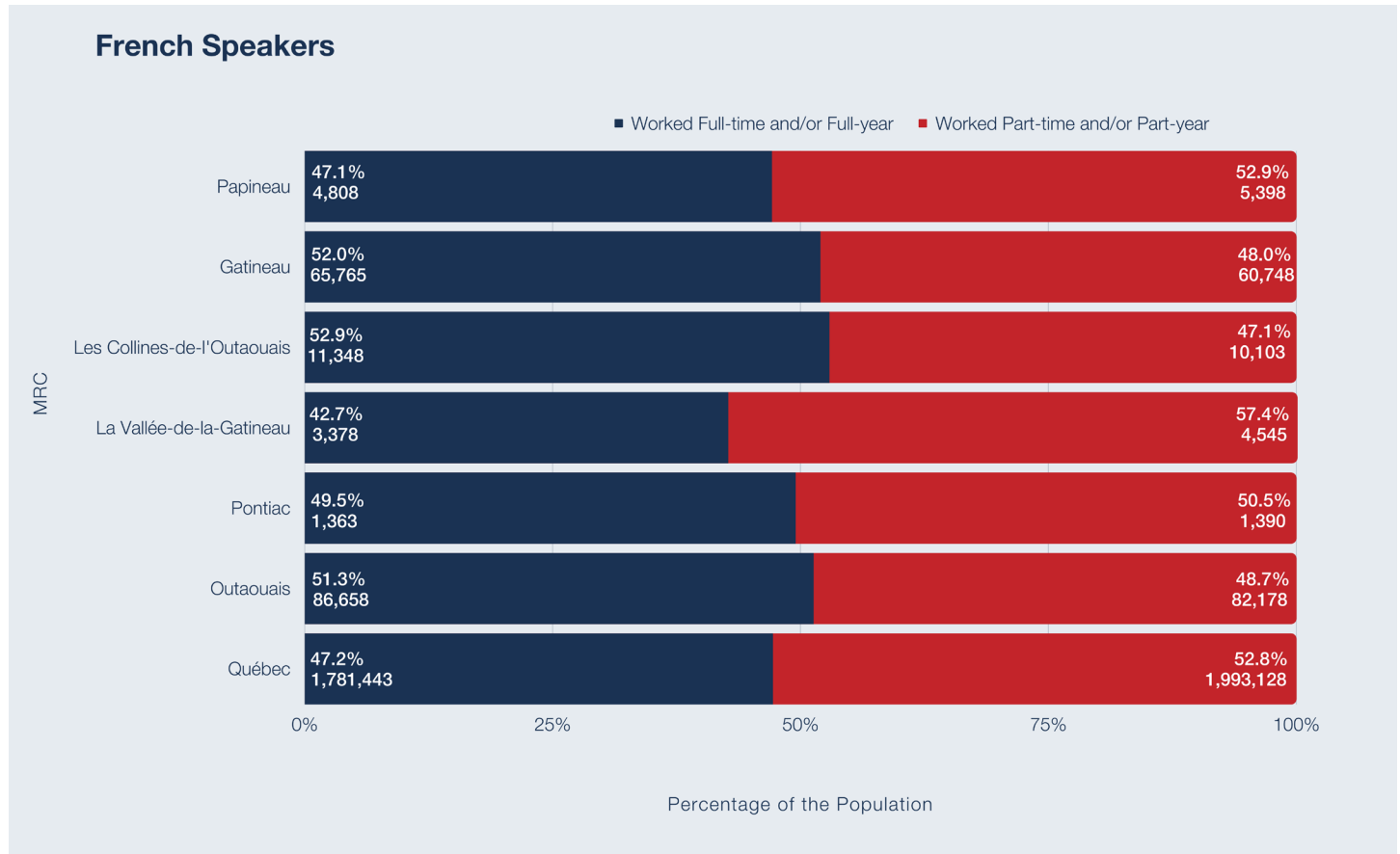
Graph 12a: Work Activity in Outaouais by MRC



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

WORK ACTIVITY

Graph 12b: Work Activity in Outaouais by MRC



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

WORK ACTIVITY

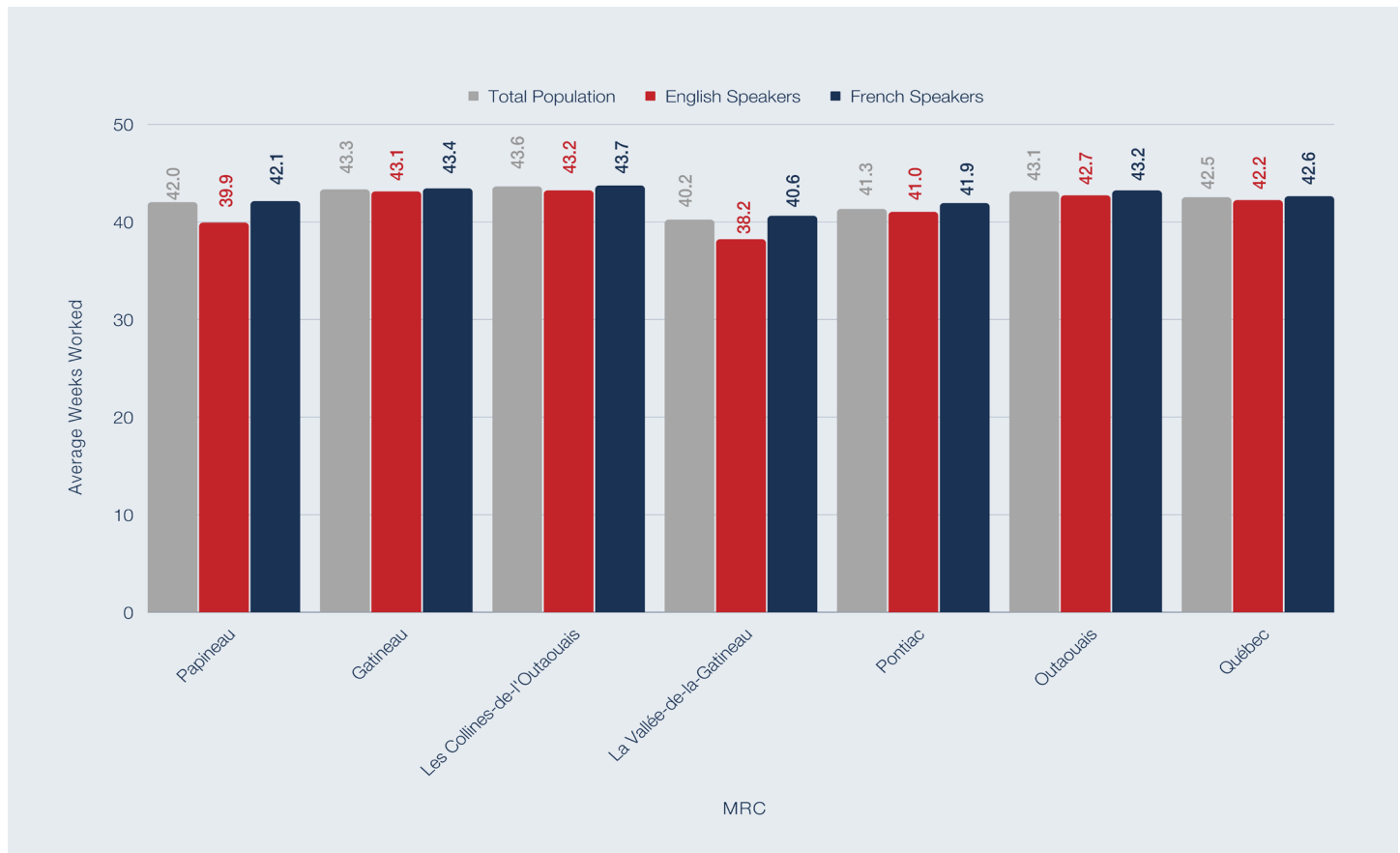
Average Weeks Worked

English speakers and French speakers work a similar average number of weeks per year (42.7 and 43.2, respectively).¹⁰

English speakers in Papineau and la Vallée-de-la-Gatineau work for noticeably fewer weeks per year compared to French speakers in the same MRC, and the regional average.



Graph 13: Average Weeks Worked in Outaouais 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 tend to earn a lower median after-tax income than French speakers. This could be explained in part by the higher unemployment rates that English speakers experience.¹¹

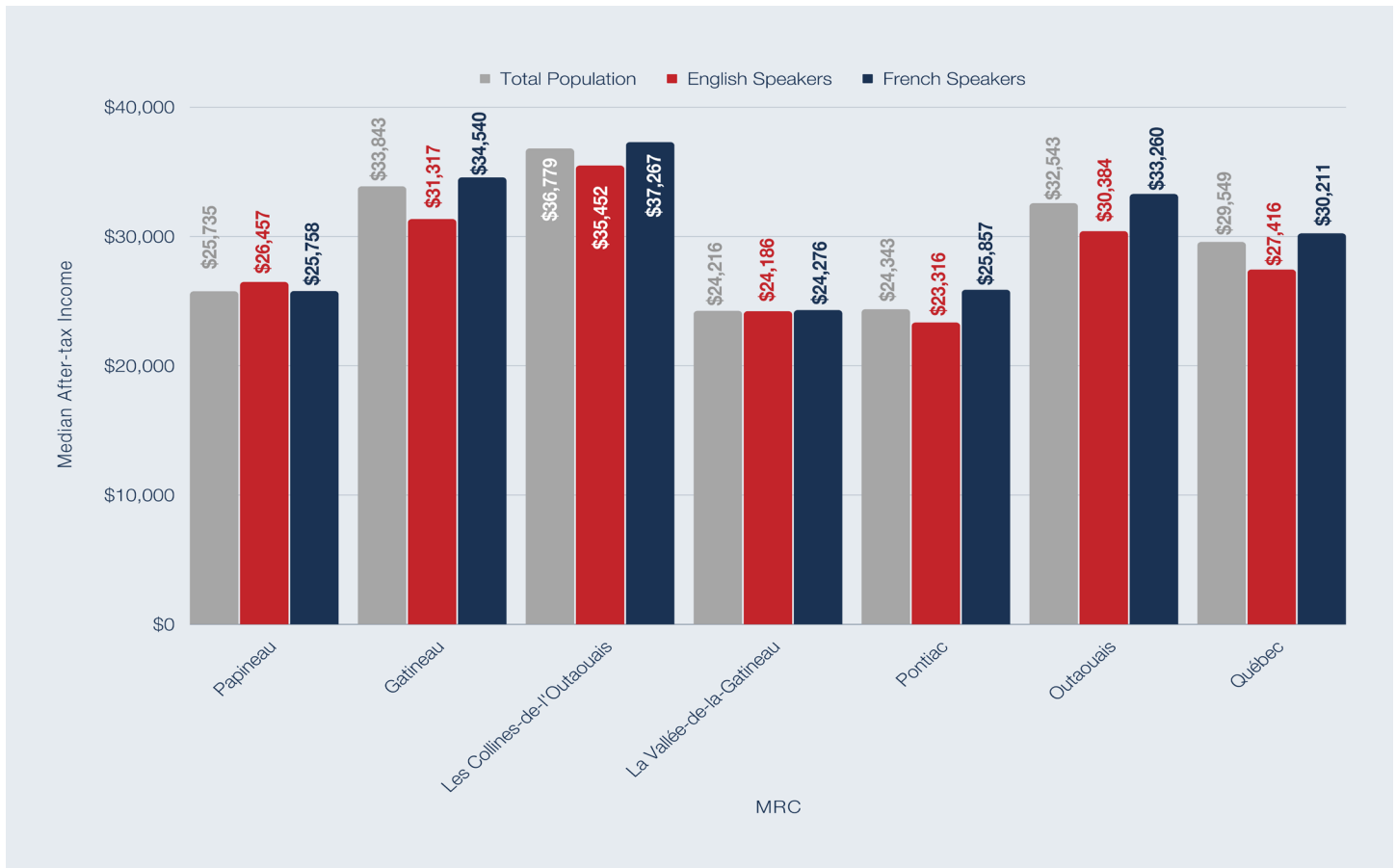
Low incomes can also be explained by the type of work that English speakers have, such as seasonal, part-time, and lower-wage work. This work can have fluctuations in income throughout the year and a lack of career advancement.

In the Outaouais region, English speakers earn a noticeably

lower median after-tax income than French speakers (\$30,384 versus \$33,260), although both linguistic groups earn relatively high incomes in comparison to other regions in the province. In Papineau, English speakers earn slightly more than French speakers, while in la Vallée-de-la-Gatineau they earn roughly equivalent incomes.

French speakers in les Collines-de-l'Outaouais earn the highest median after-tax income in the region, at \$37,267 (approximately \$1,800 more than English speakers in the MRC).

Graph 14: Median After-tax Income in Outaouais 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.

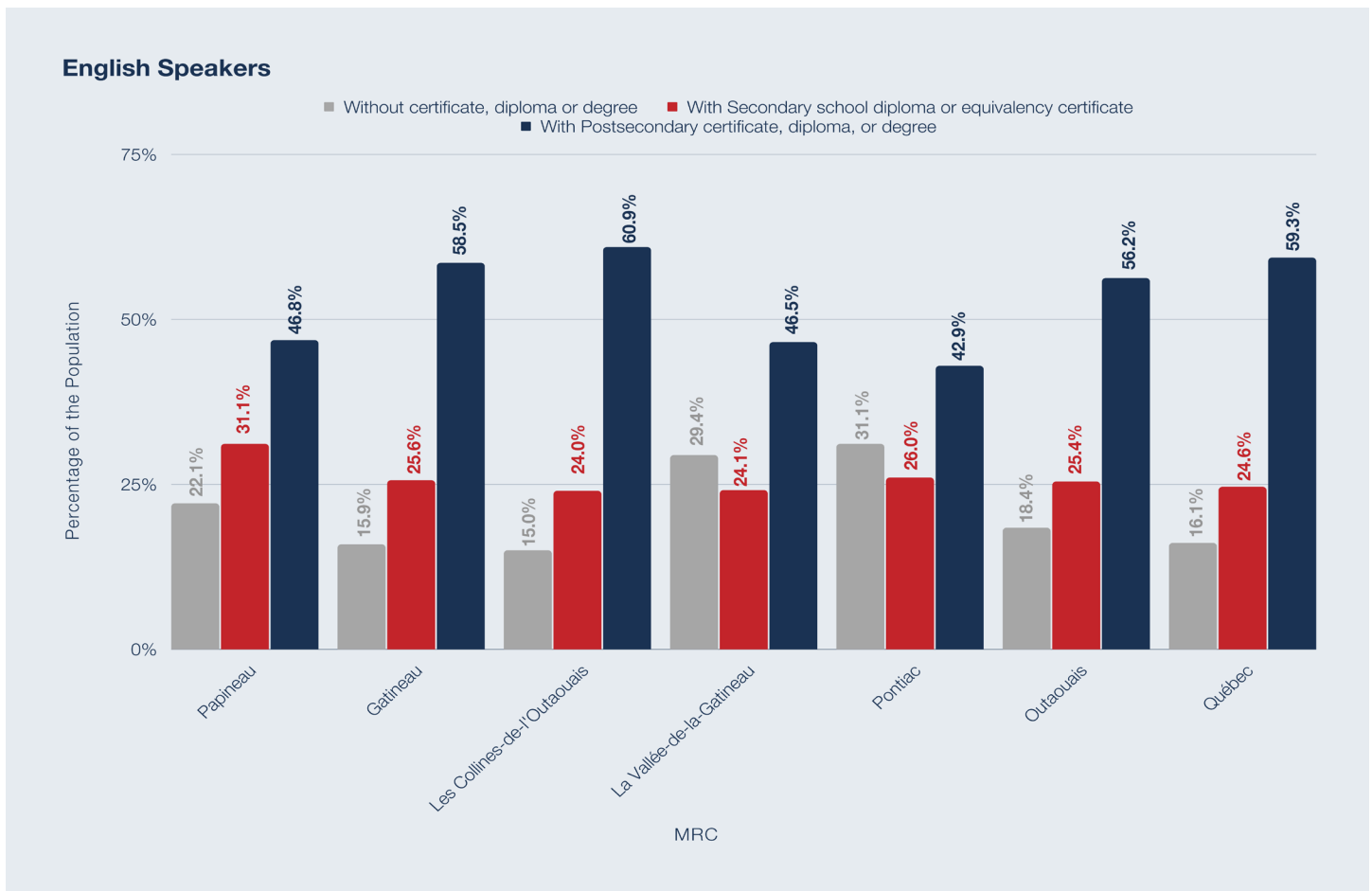
Educational attainment remains a key determinant in individuals' employability and employment prospects, although the relationship between education and employment differs for English speakers across Québec.

English and French speakers in Outaouais have very similar levels of postsecondary attainment (56.2% and 56.6%, respectively).

Gatineau and les Collines-de-l'Outaouais are the only MRCs where the majority of English speakers have attained some level of postsecondary education.

Pontiac has the highest rates of no educational attainment, among both English and French speakers.

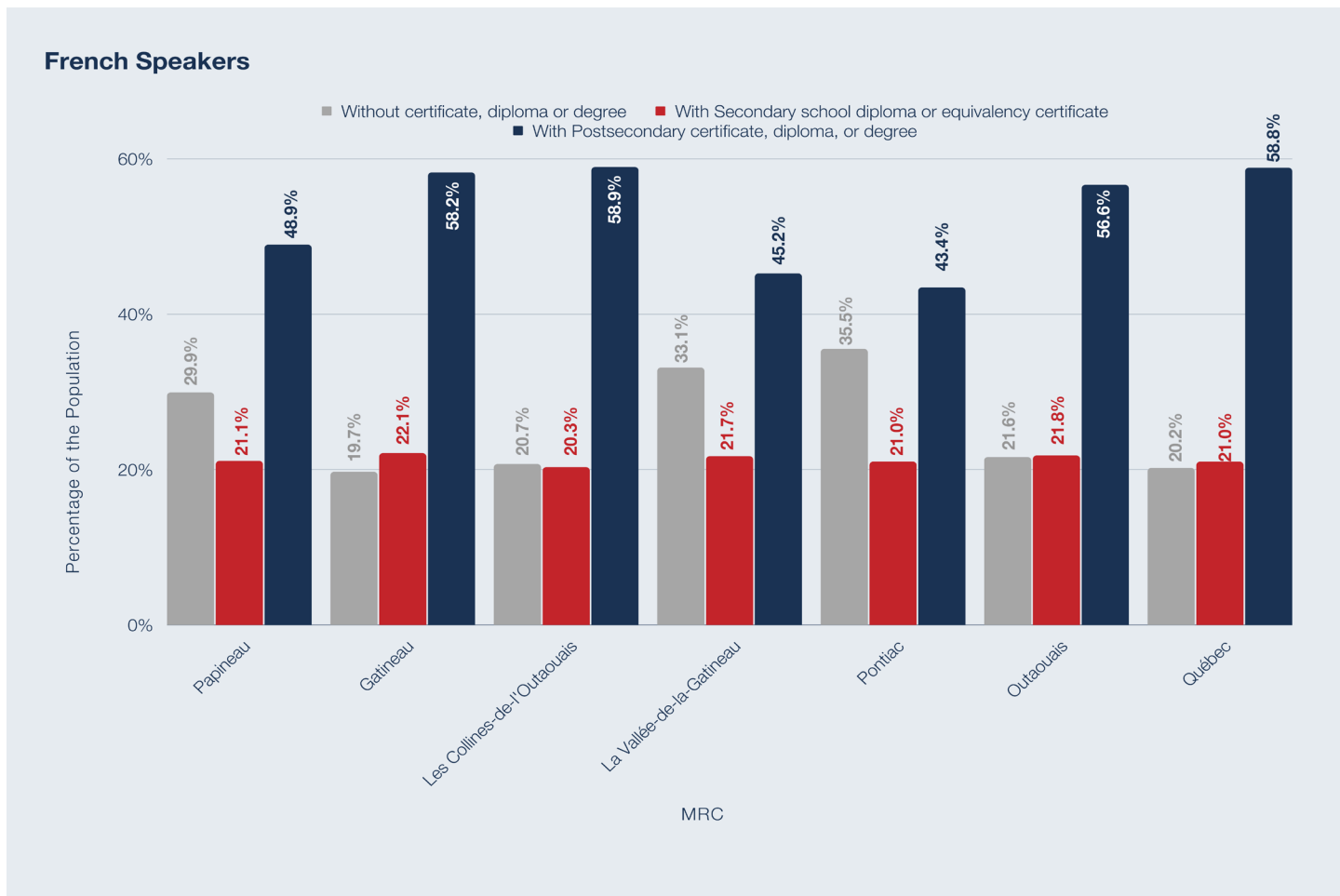
Graph 15a: Educational Attainment in Outaouais by MRC



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

EDUCATION

Graph 15b: Educational Attainment in Outaouais by MRC



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

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