

Employment Profile of English Speakers in Laval

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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Québec 

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EXECUTIVE SUMMARY

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

- English speakers in Laval earn a lower median after-tax income compared to French speakers. English speakers earn approximately \$2,700 less than French speakers.
- There are 91,115 English speakers in Laval, representing 22.2% of the region's population of approximately 410,850.
- French speakers aged 45-64 represent the largest share of the region's population and labour force. Among English speakers, individuals aged 25-44 represent the largest share of the English-speaking population and labour force.
- Men represent a larger share of the labour force than women among both English and French speakers. English-speaking men represent 12.9% of the region's labour force, and English-speaking women represent 10.9% of the labour force. The gap in labour force presence is smaller between French-speaking men and women (0.8%).
- English speakers in the region have a higher unemployment rate than French speakers (7.7% compared to 6.7%).
- Youth aged 15-24 experience the highest unemployment rates of any age group, irrespective of linguistic identity. English and French speaking youth experience similar unemployment rates (13.9% compared to 13.2%).
- The unemployment gap between the region's English speakers and French speakers widens as their age range increases.

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.

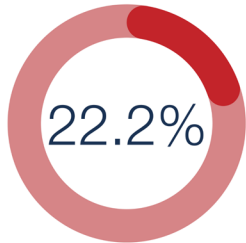
Population



POPULATION

Total Population

English-speaking Population

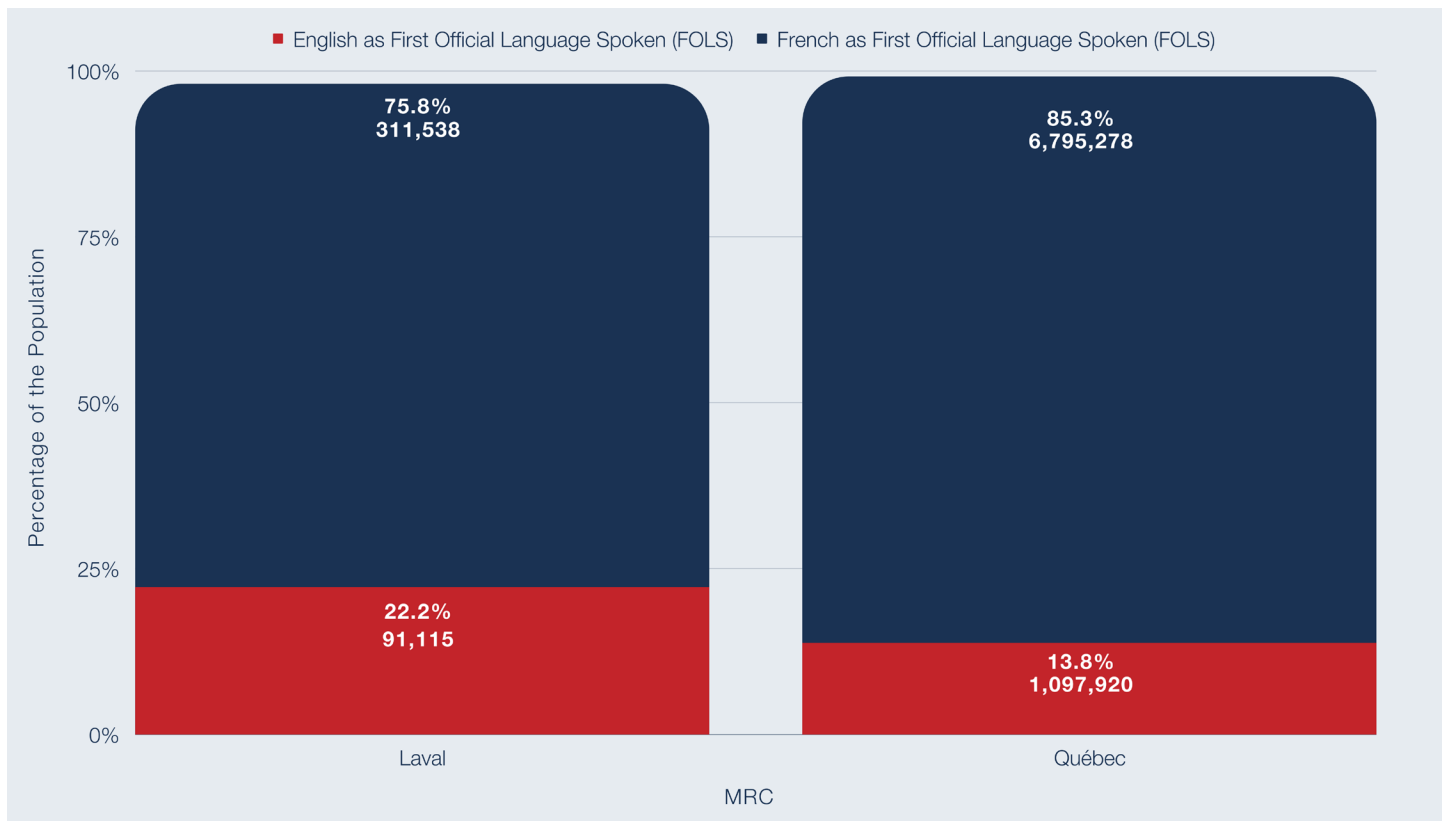


Laval

Geographically, Laval is the smallest region in Québec. By population, however, it is the fifth largest region in the province. It is also the third largest city in the province.

There are 91,115 English speakers in Laval, representing 22.2% of the region's total population of 410,850 individuals.

Graph 1: Total Population of Laval



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

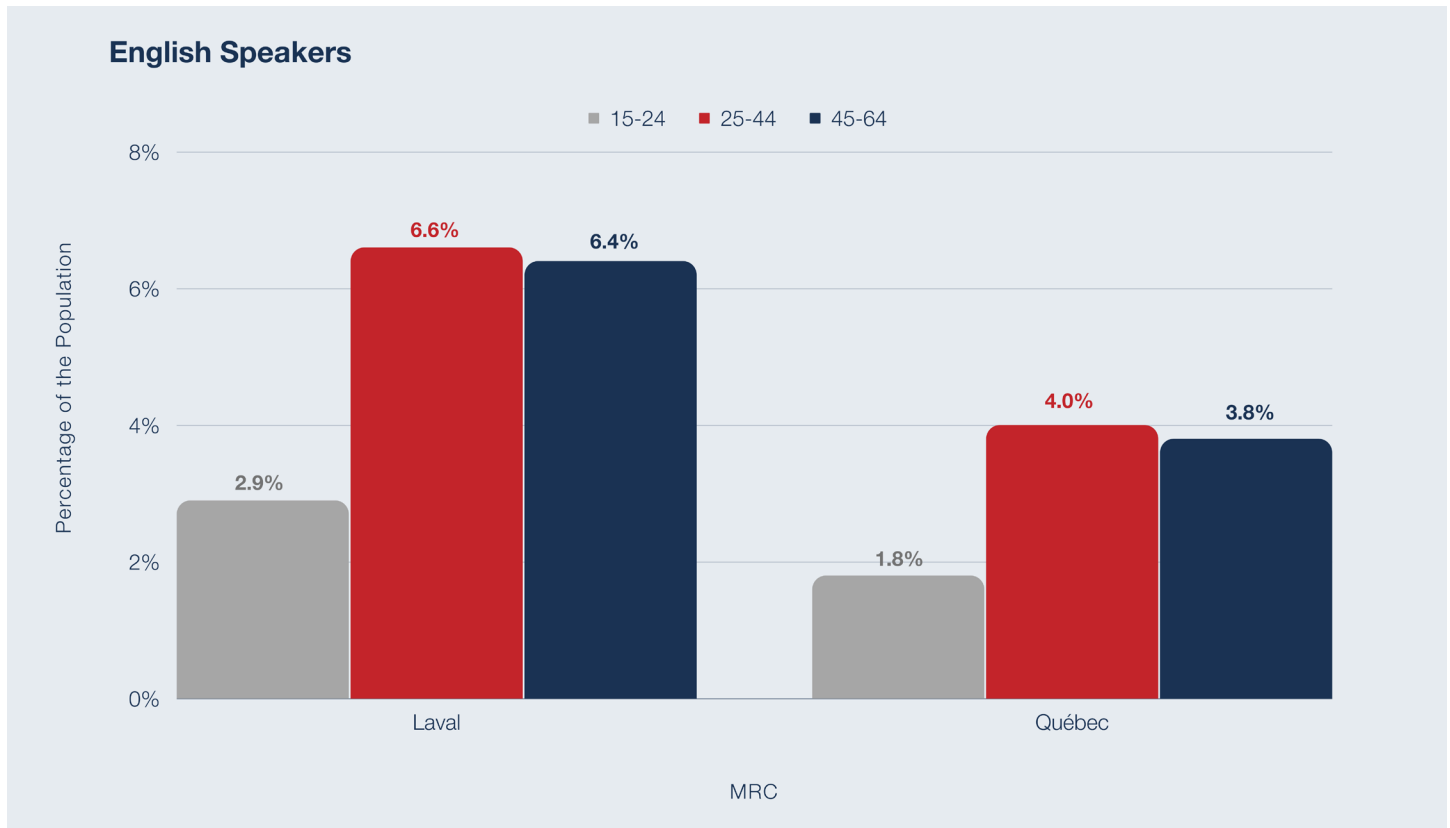
POPULATION

Age Structure of Population

French speakers aged 45-64 represent the largest age-linguistic group in the region's population; this is the case in most regions of Québec.

Among English speakers, those aged 25-44 and 45-64 represent roughly equal shares of the population.

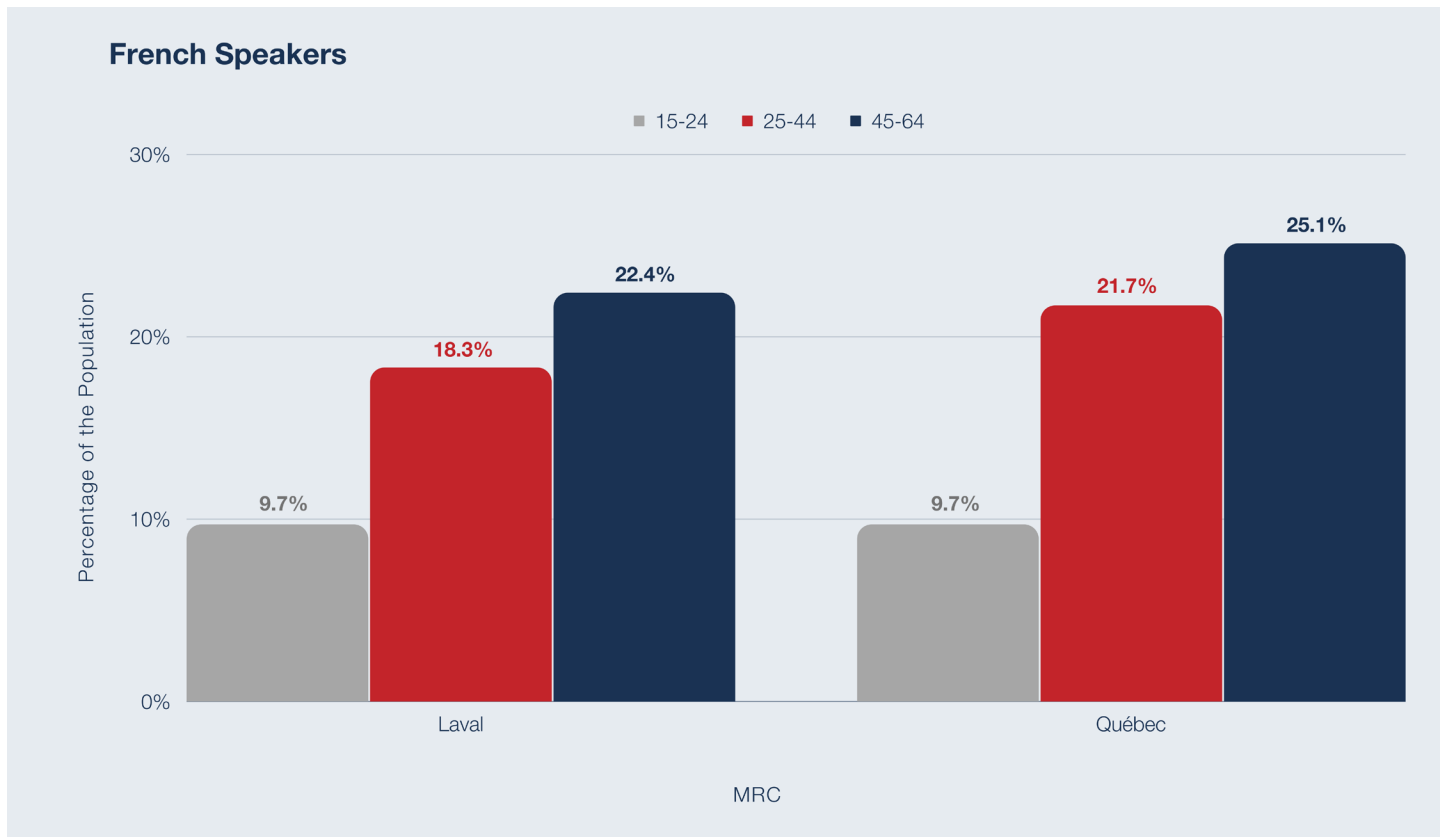
Graph 2a: Age Structure of Laval's Population



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

POPULATION

Graph 2b: Age Structure of Laval's Population



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

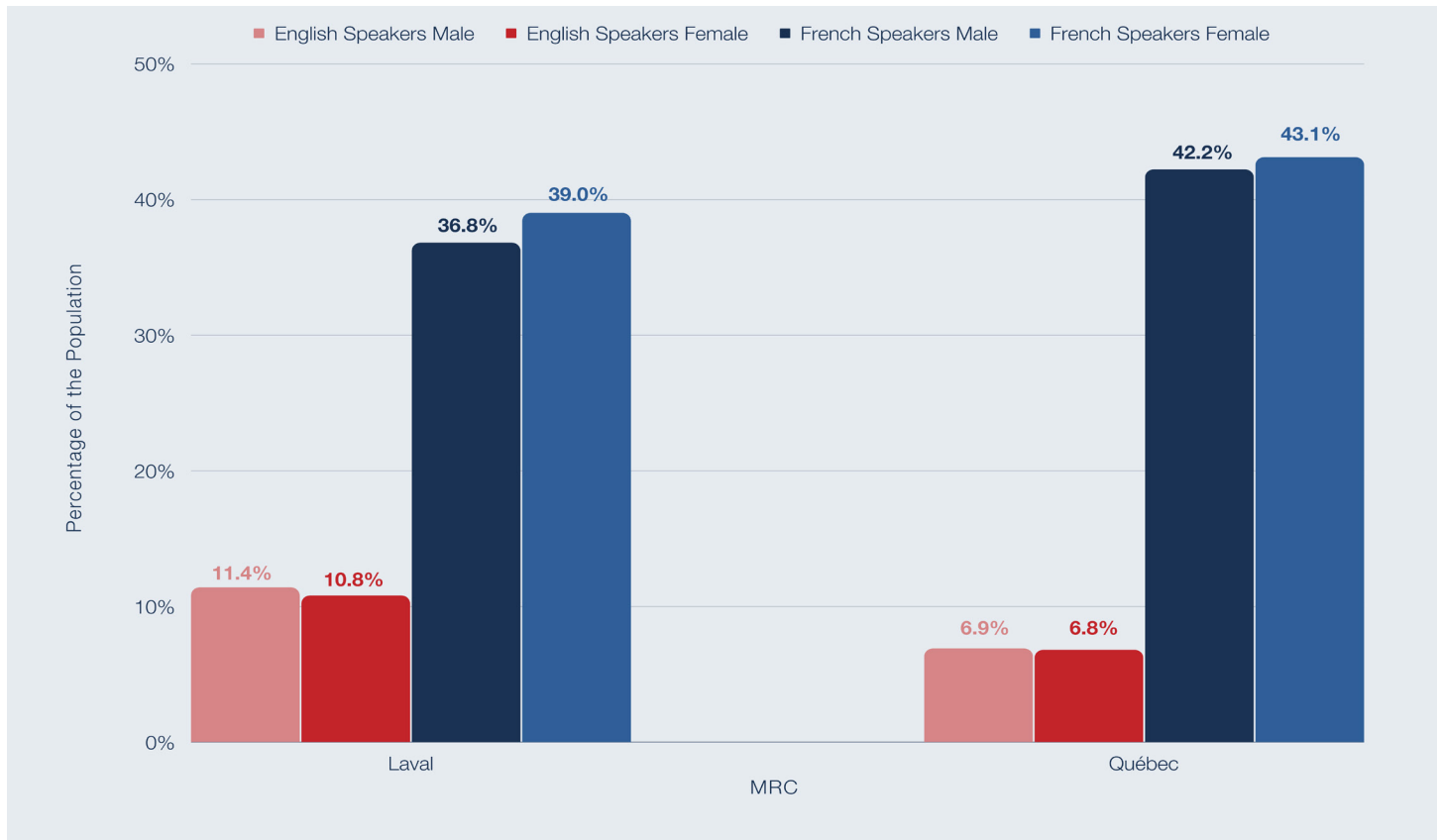
POPULATION

Sex Structure of Population

Among English speakers, there are slightly more men (11.4%) than women (10.8%) in the total population.

Among French speakers, there are more women (39%) than men (36.8%) in the total population. This is consistent with provincial demographics: French-speaking women represent 43.1% of the province's total population, while French-speaking men represent 42.2% of the total population.

Graph 3: Sex Structure of Laval's Population



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

Economic Structure



ECONOMIC STRUCTURE

Laval is designated as an urban region in Québec's Economic Development Index.³ As of 2018, Laval has a score of 104, making it the only region in Québec that did not experience a change in score from 2013. This indicates strong and consistent economic performance; Laval has the second highest score of the seventeen regions in Québec (after Montréal).⁴

Employment in Laval is highly concentrated in the services sector, which is typical for regions with high levels of urbanization. Major industries in the region include retail, health care, accommodations, education, information and cultural services, finance, and rental services. There is also a robust manufacturing sector, specializing in the production of transportation equipment and food products.⁵

From 2013-2017 sales of manufactured goods produced in the region increased by an average of 8.4% per year, compared to the annual provincial growth rate of 3%. Following this period (2017-2021), private investment in Laval increased by an annual average of 6.3% compared to the annual provincial growth rate of 3.7%.⁶ Ongoing and upcoming projects include a number of residential and commercial developments such as Central Parc Laval residential towers, the Urbania 2 condominium project, and Espace Montmorency, a multipurpose development with office, commercial, and residential spaces. Other projects include the construction of a new high school and road maintenance.⁷

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. "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.

5. Ministère de l'Économie et de l'Innovation du Québec. "Région Laval: Structure économique," (2020). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/laval/portrait-regional/structure-economique/>

6. Ministère de l'Économie et de l'Innovation du Québec. "Région Laval: Secteur des entreprises," (2020). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/laval/portrait-regional/secteur-des-entreprises/>

7. Chantal Routhier. "Études régionales: Région administrative de Laval," (2021). Desjardins. Retrieved from: <https://www.desjardins.com/ressources/pdf/21Laval-f.pdf?res-Ver=1631195345000>, page 8.

Industries



INDUSTRIES

Top Industries for Total Population

The service sector accounts for 81.8% of jobs within the region, compared to 79.9% within the province.

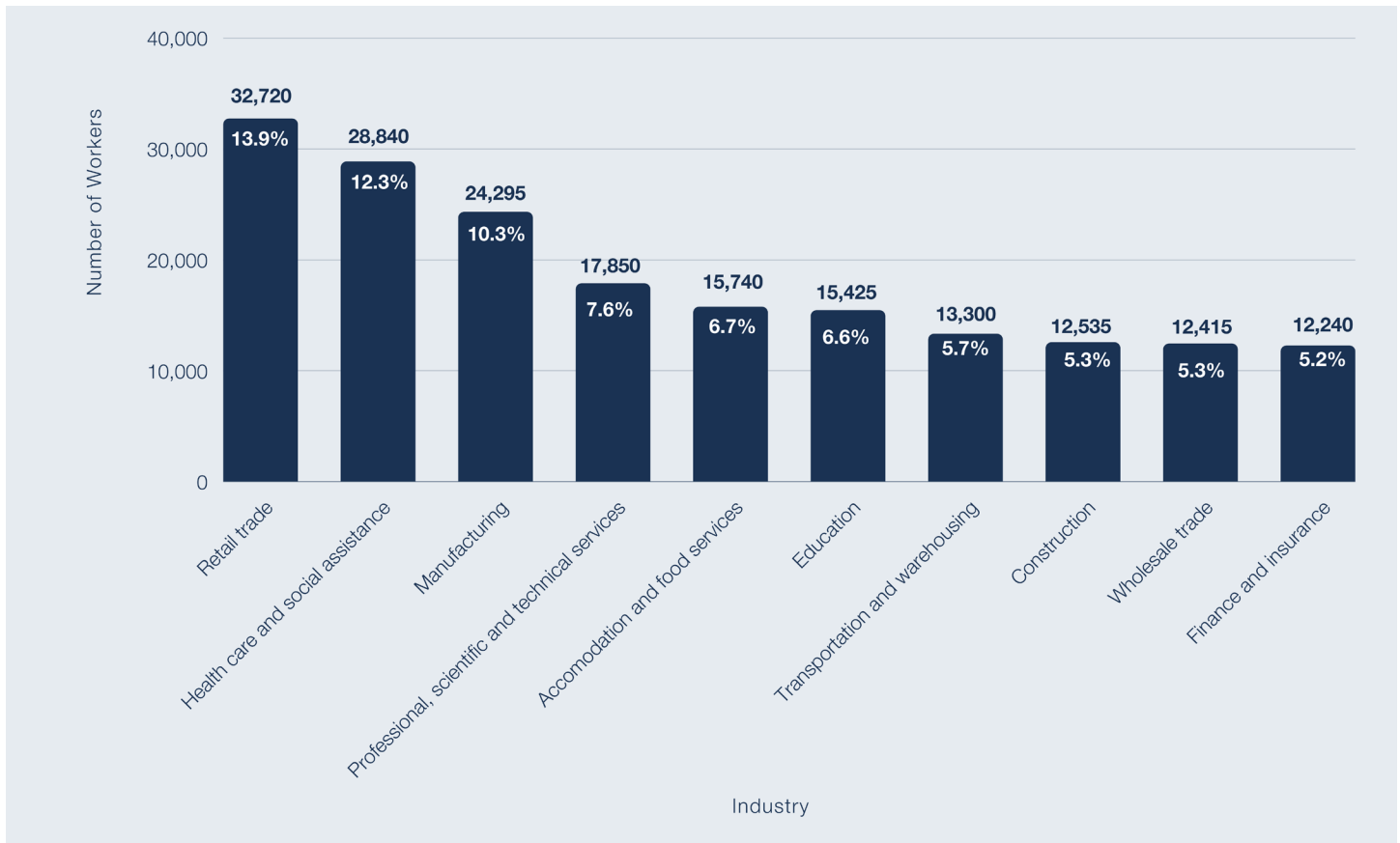
The manufacturing sector accounts for 12.5% of jobs in Laval compared to 11.6% within the province.

There are no notable primary industries within the region. This is explained by the small geographical territory the region occupies.⁸

The services sector encompasses a vast array of occupations and industries, including, health care, finance, retail, and education.



Graph 4: Top 10 Industries in Laval for Total Population



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

8. Ministère de l'Économie et de l'Innovation du Québec. "Région Laval: Structure économique," (2020). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/laval/portrait-regional/structure-economique/>

INDUSTRIES

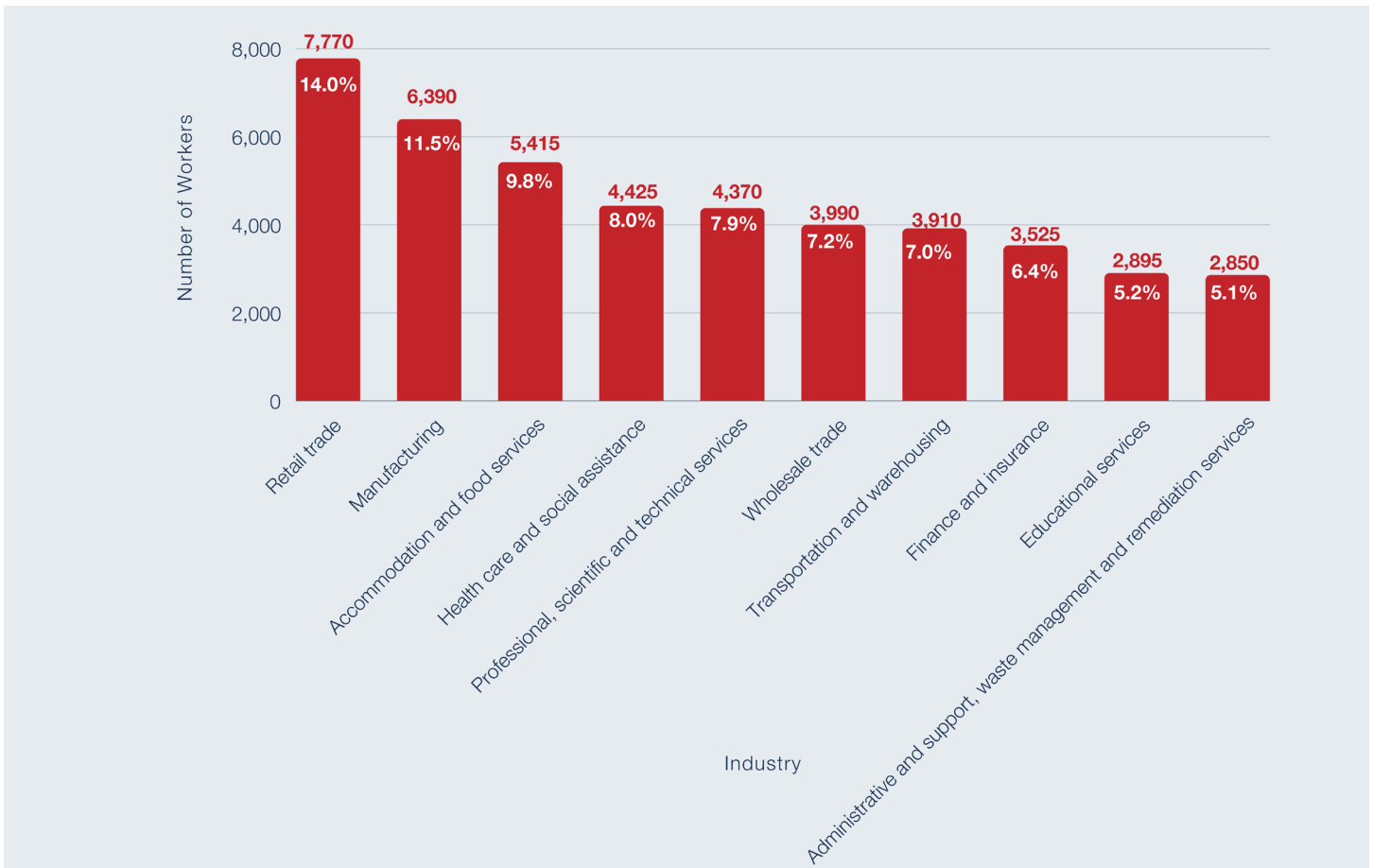
Top Industries for English Speakers

Compared to the total population, English speakers have a lower presence in the healthcare and social services industry, which includes occupations such as doctors, nurses, dentists, orderlies, early childhood educators and social workers.

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

Many individuals living in Laval commute to Montréal for work, indicating that some employment is based in the region of Montréal.

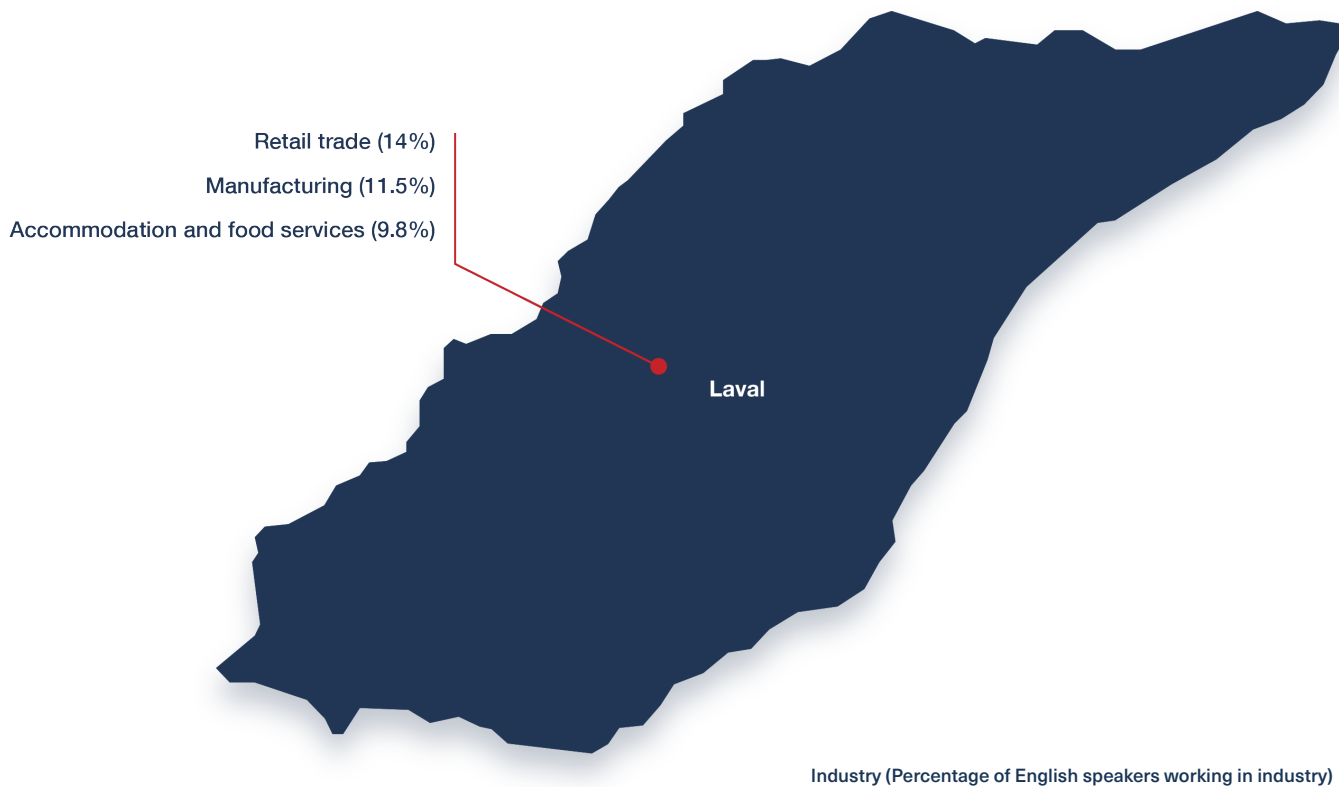
Graph 5: Top 10 Industries in Laval for English Speakers by Number of Workers



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

INDUSTRIES

Map 1: Top Industries in Laval for English Speakers



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:

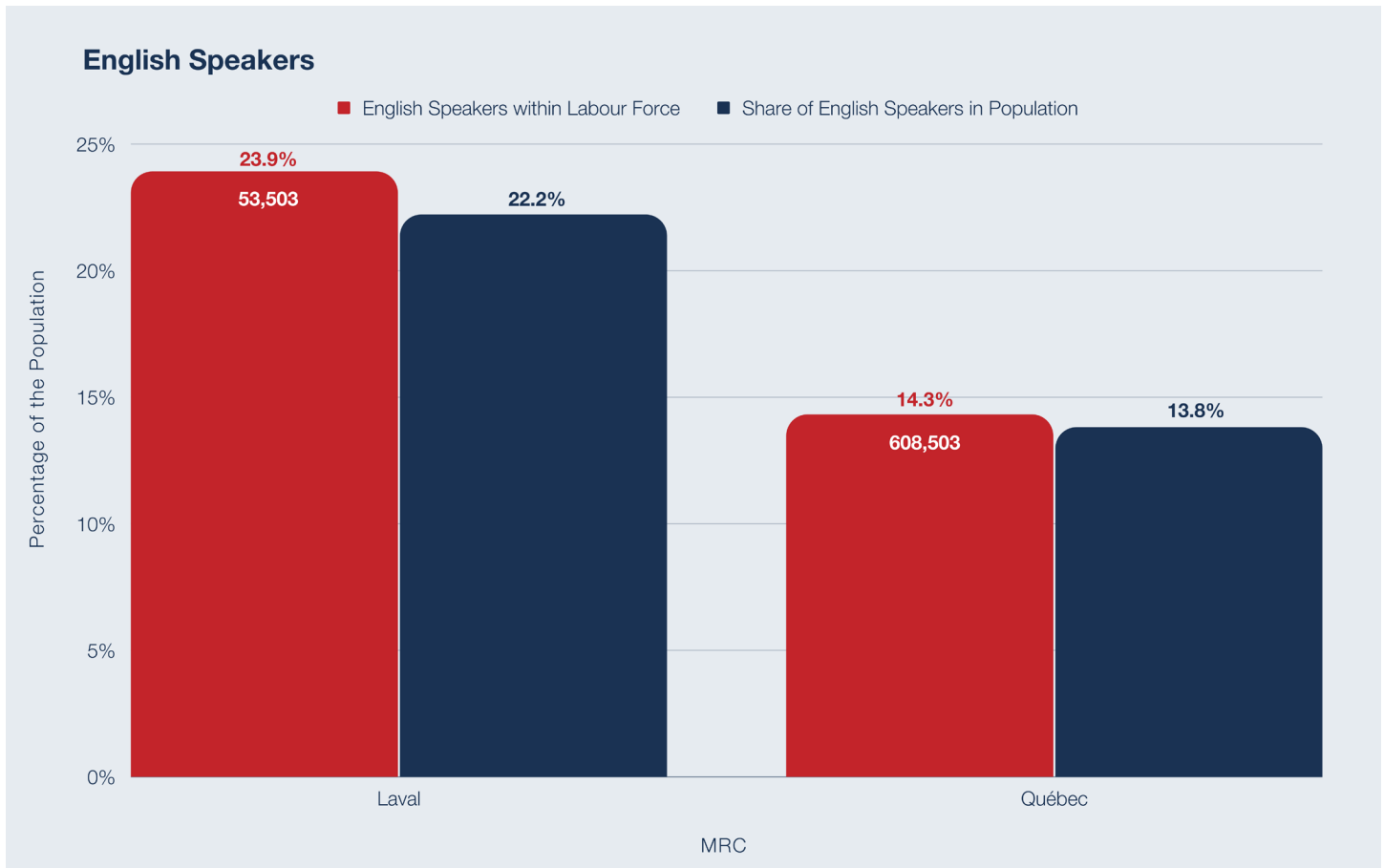
- The proportion of individuals in the labour force who are unemployed
- Cyclical conditions and the time of year when labour force data is collected

- The types of occupations that employed individuals have
- The income that individuals are earning

English speakers have high levels of participation in Laval's labour force. They represent a larger share of Laval's total labour force (23.9%) than their share of the population (22.2%). There are 53,503 English speakers within the region's 223,995-person labour force.

French speakers have roughly the same representation in the labour force as they do in the population (75.6% versus 75.8%).

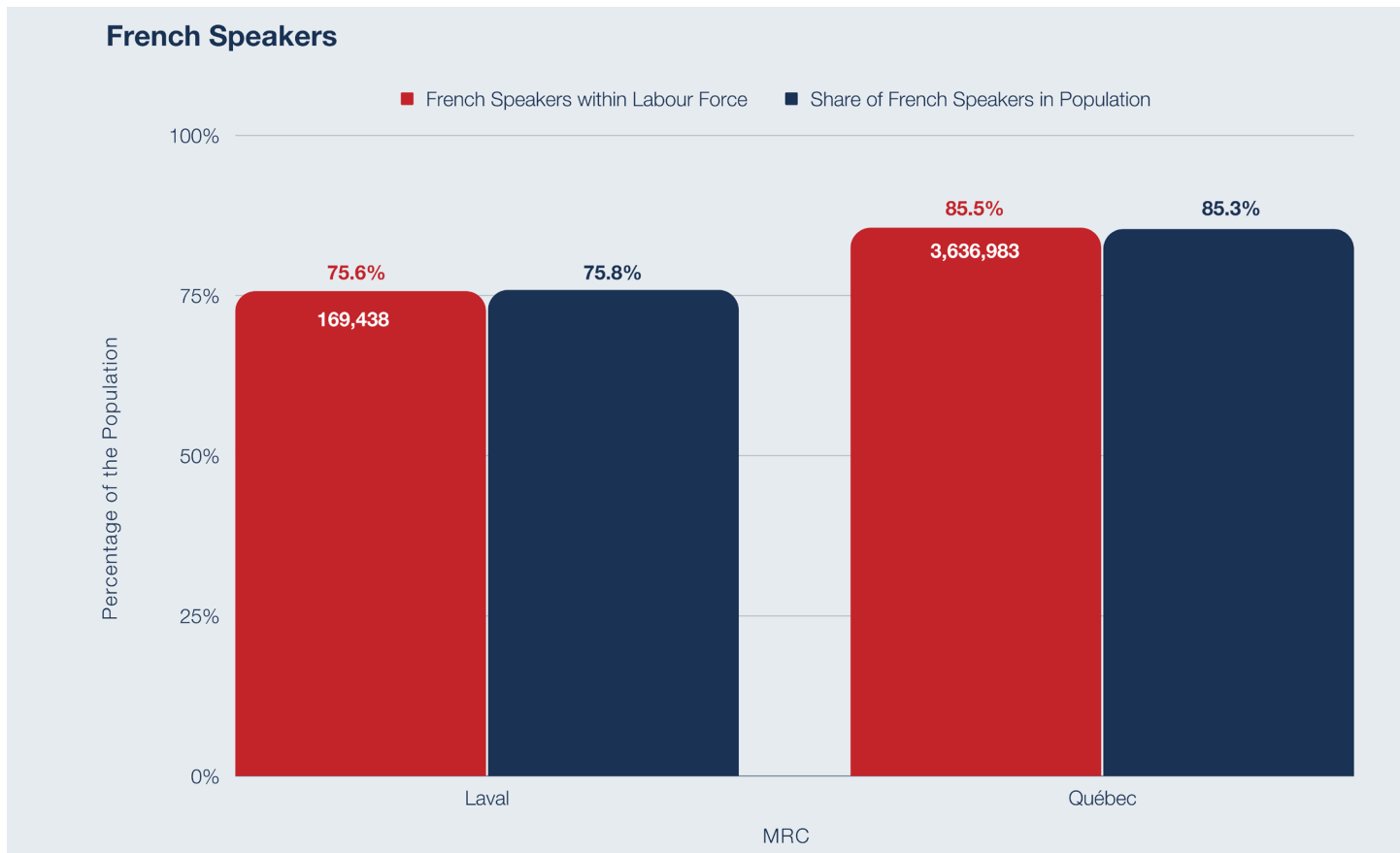
Graph 6a: Labour Force of Laval



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

LABOUR FORCE

Graph 6b: Labour Force of Laval



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

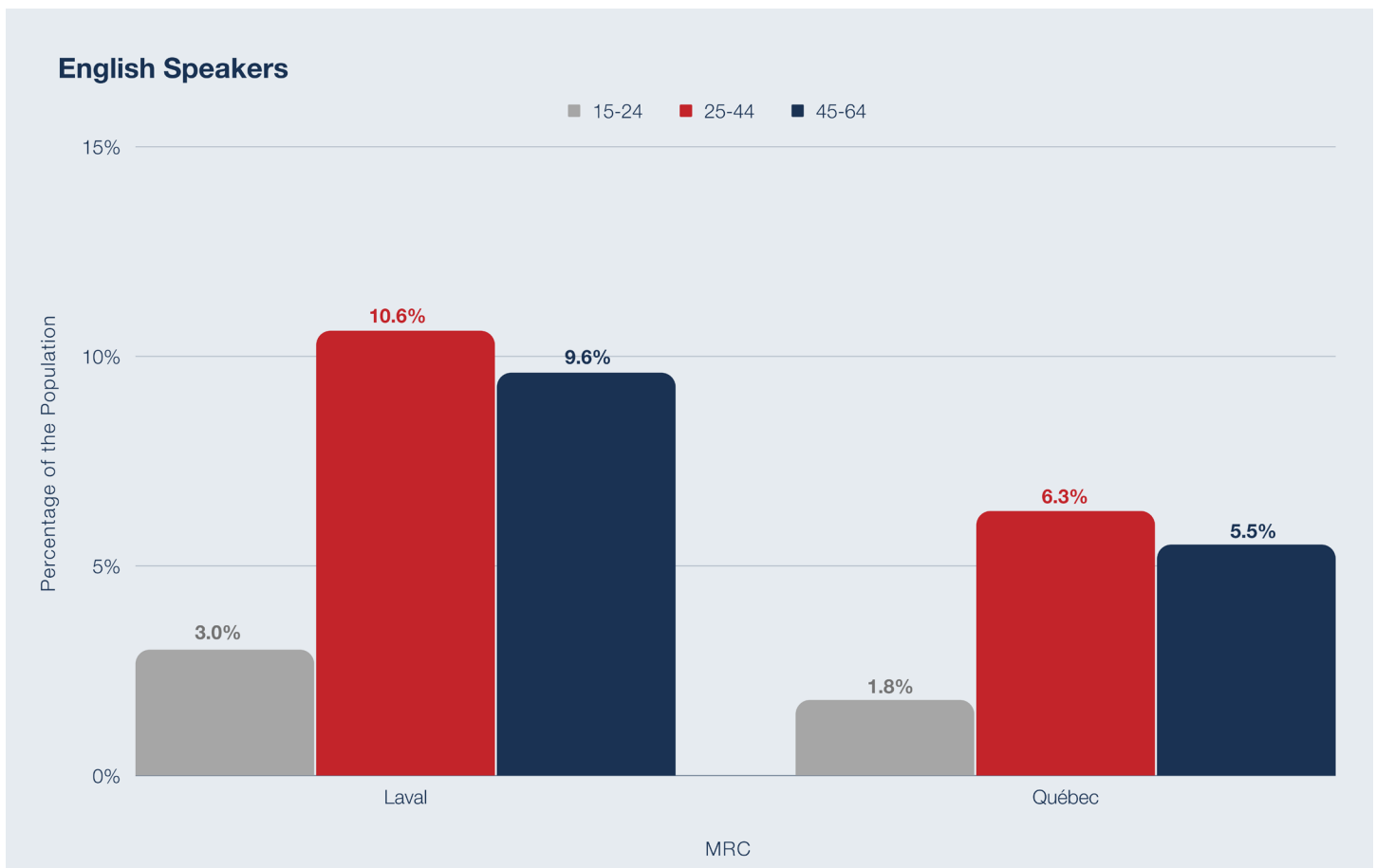
LABOUR FORCE

Age Structure of Labour Force

French speakers aged 45-64 represent the largest share of Laval’s labour force (32.5%), which is also the case in the majority of regions of Québec. At the provincial level, however, French speakers aged 25-44 make up the largest share of the labour force owing to high representation in a few key regions.

Among English speakers, there is higher representation of individuals aged 25-44 than 45-65 in the labour force in Laval (10.6% versus 9.6%).

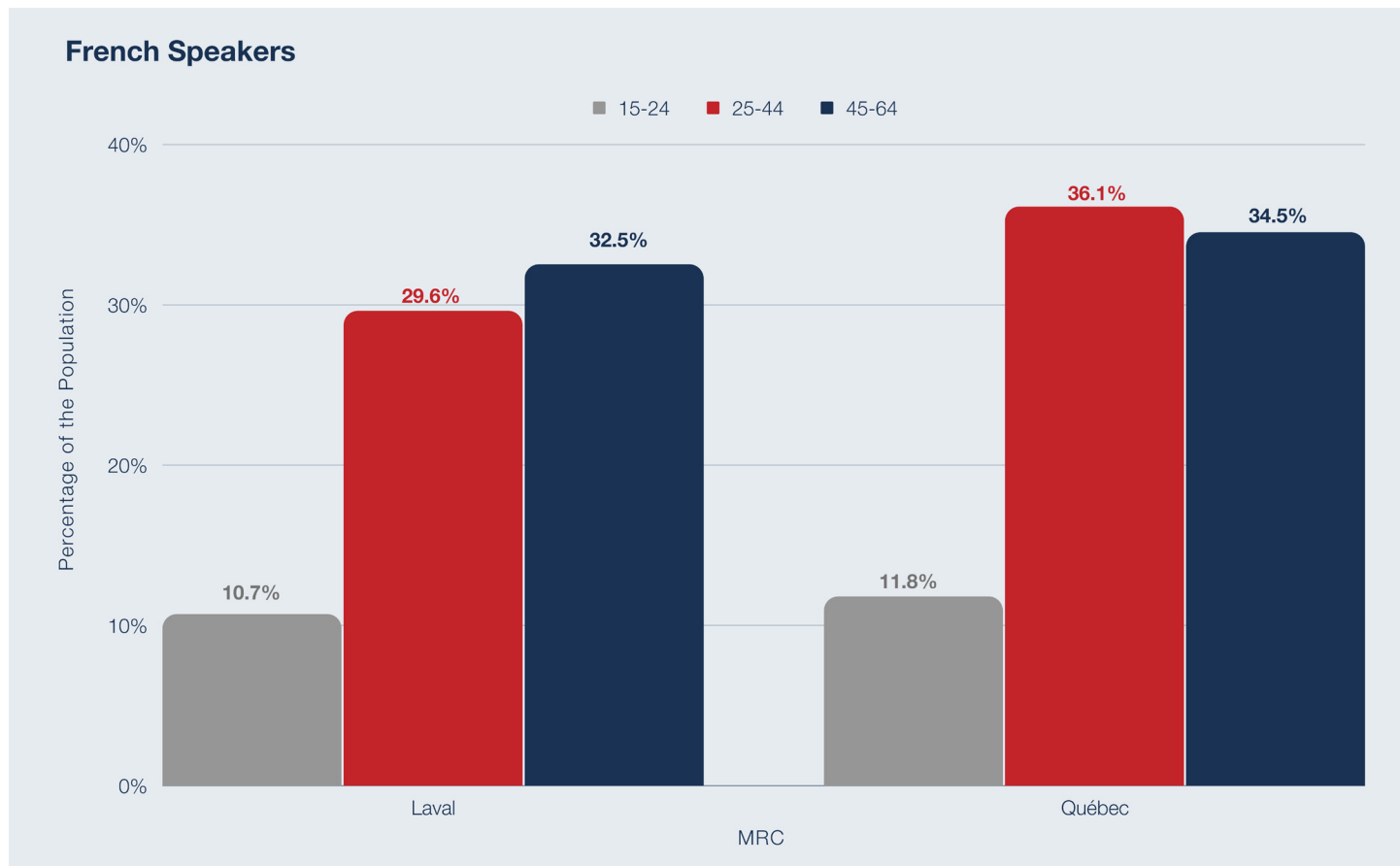
Graph 7a: Age Structure of Laval’s Labour Force



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

LABOUR FORCE

Graph 7b: Age Structure of Laval's Labour Force



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

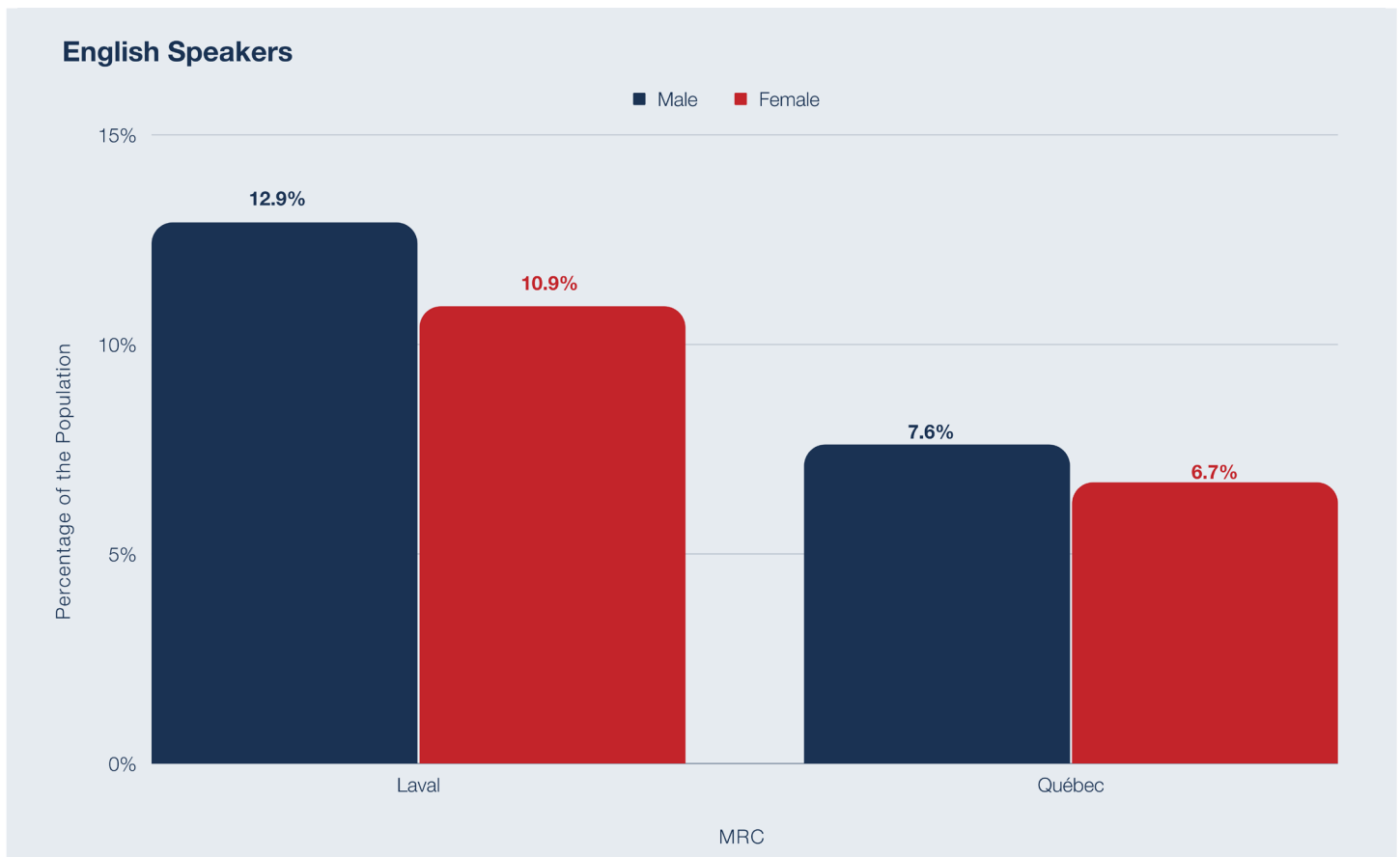
LABOUR FORCE

Sex Structure of Labour Force

Men represent a larger share of the labour force than women in both linguistic communities. This disparity is larger amongst English speakers, as English-speaking men represent 12.9% of the labour force and women represent 10.9% .

Among French speakers, there are 0.8% more men in the labour force than women. This is the narrowest gap in the labour force participation observed among French-speaking men and women in any region of Québec.

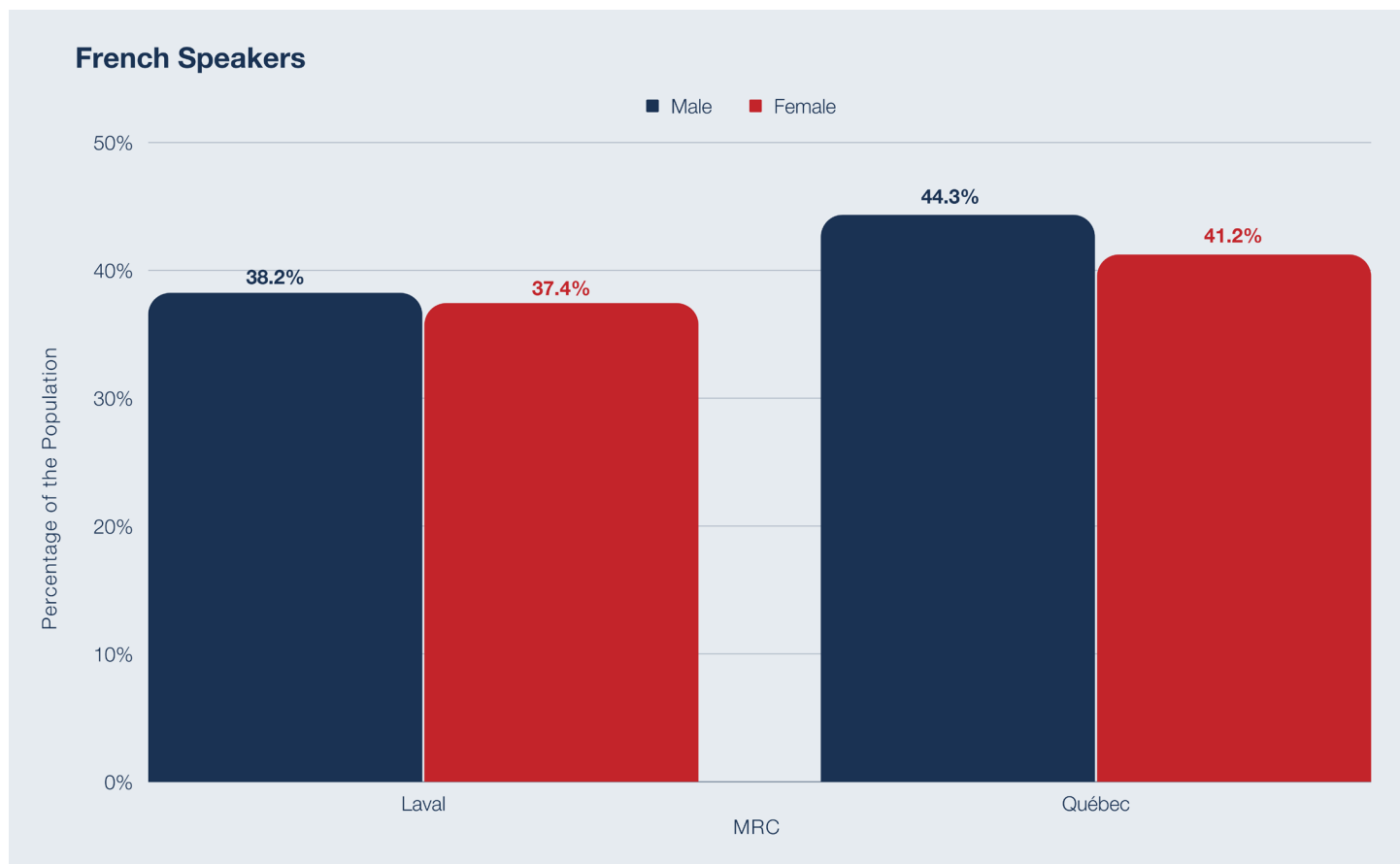
Graph 8a: Sex Structure of Laval's Labour Force



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

LABOUR FORCE

Graph 8b: Sex Structure of Laval's Labour Force



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:

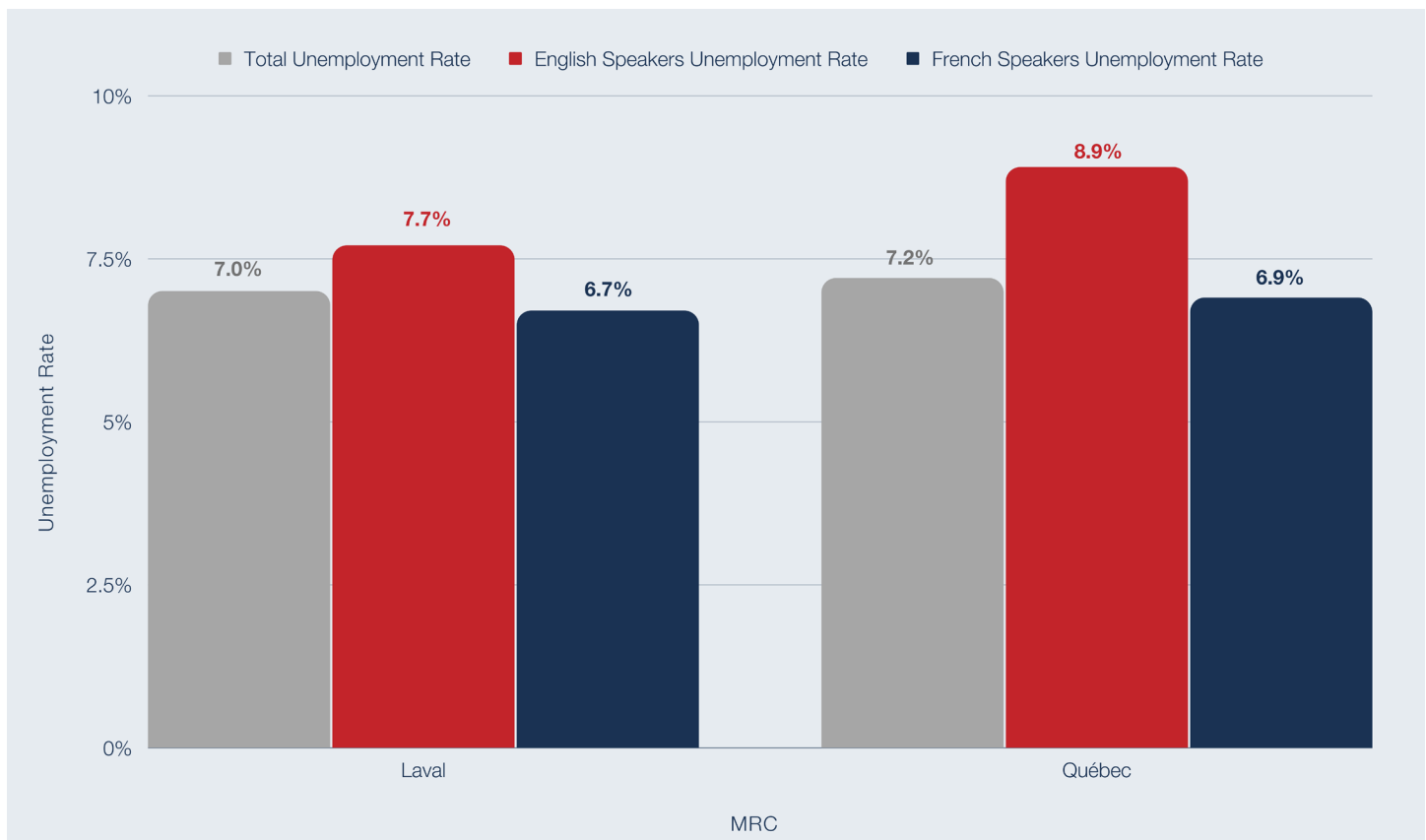
- Those who work seasonal occupations and have less work or no work during the winter months

- 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 is still considered employment and is 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 Laval have a higher unemployment rate than French speakers (7.7% compared to 6.7%). This is the case in 15 of the 17 administrative regions in Québec.

Graph 9: Unemployment Rate in Laval



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

UNEMPLOYMENT RATE

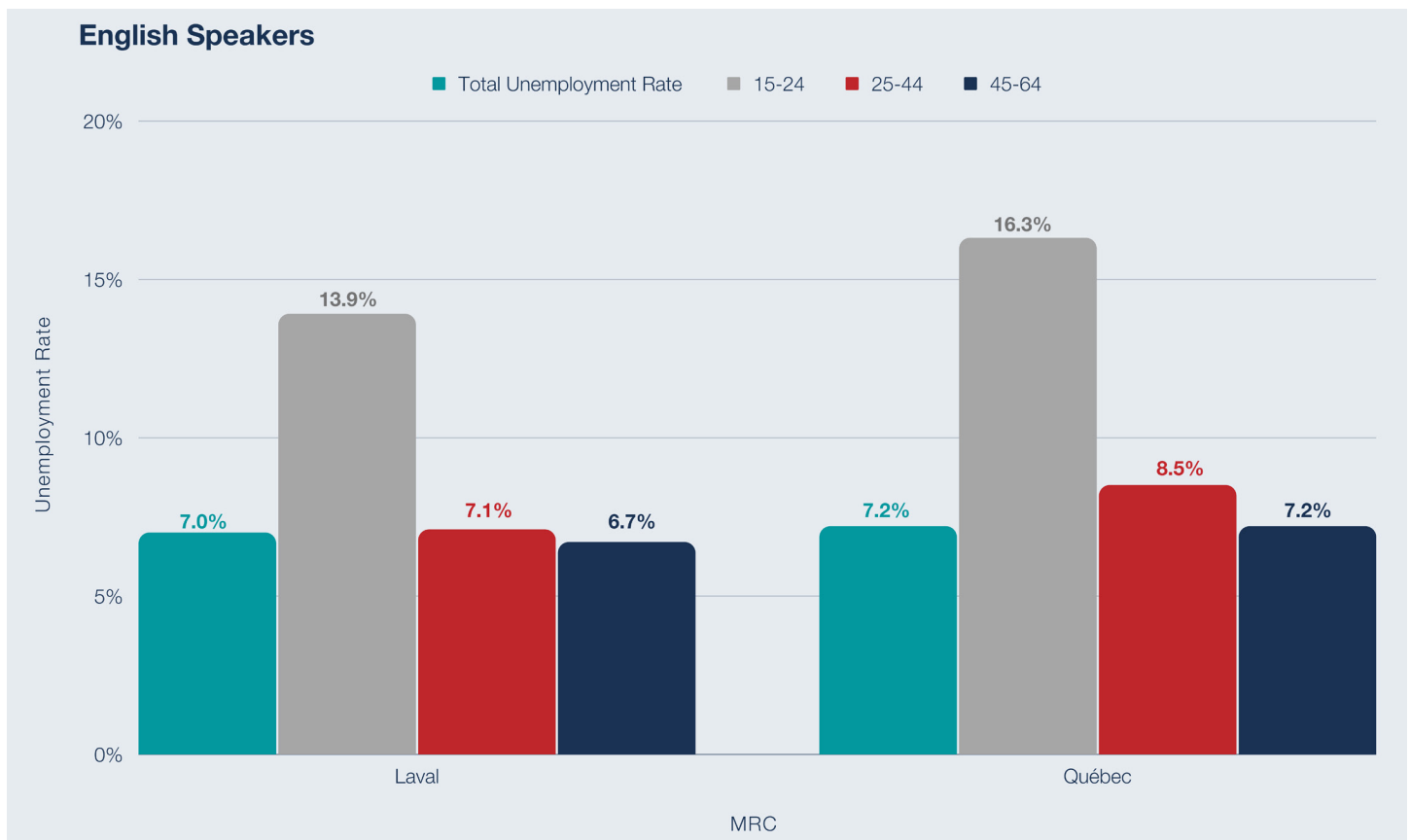
Age Structure of Unemployment Rate

Unemployment rates are highest among youth, irrespective of linguistic community. English-speaking youth aged 15-24 have an unemployment rate of 13.9% and French-speaking youth have an unemployment rate of 13.2%.

In Laval, the gap in the unemployment rate between English and French speakers increases with age.

Among both English and French speakers, individuals aged 45-64 have the lowest unemployment rate, which is typical throughout the province.

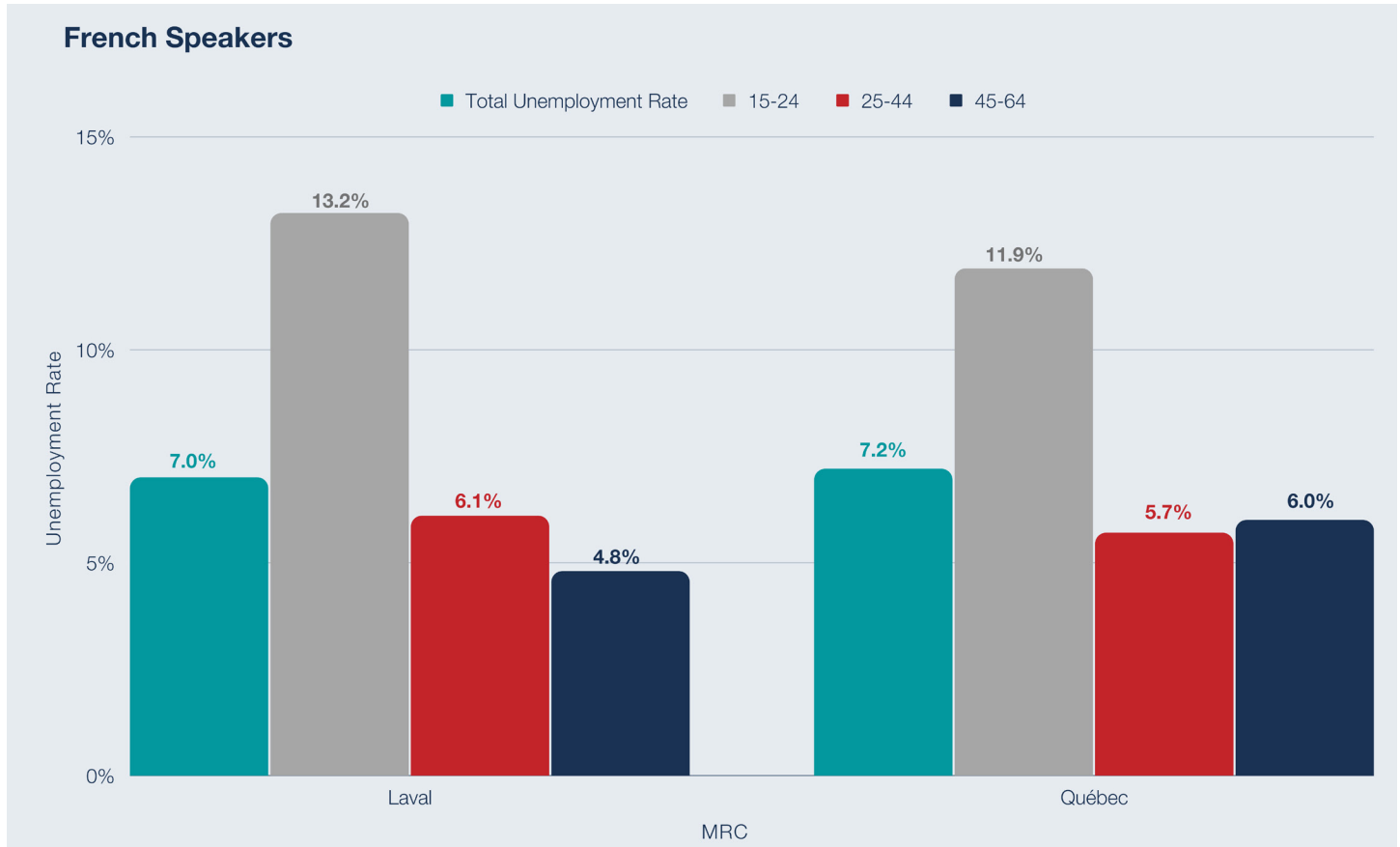
Graph 10a: Age Structure of Unemployment Rate in Laval



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

UNEMPLOYMENT RATE

Graph 10b: Age Structure of Unemployment Rate in Laval



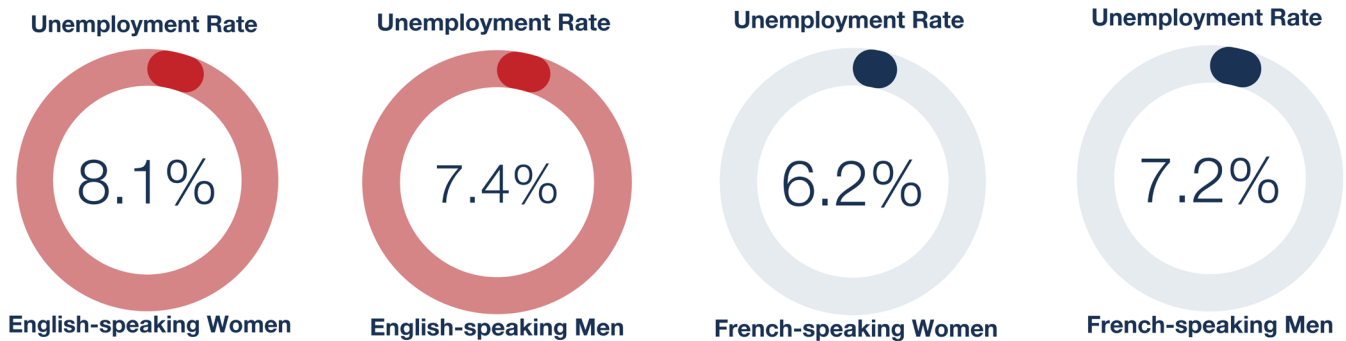
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

UNEMPLOYMENT RATE

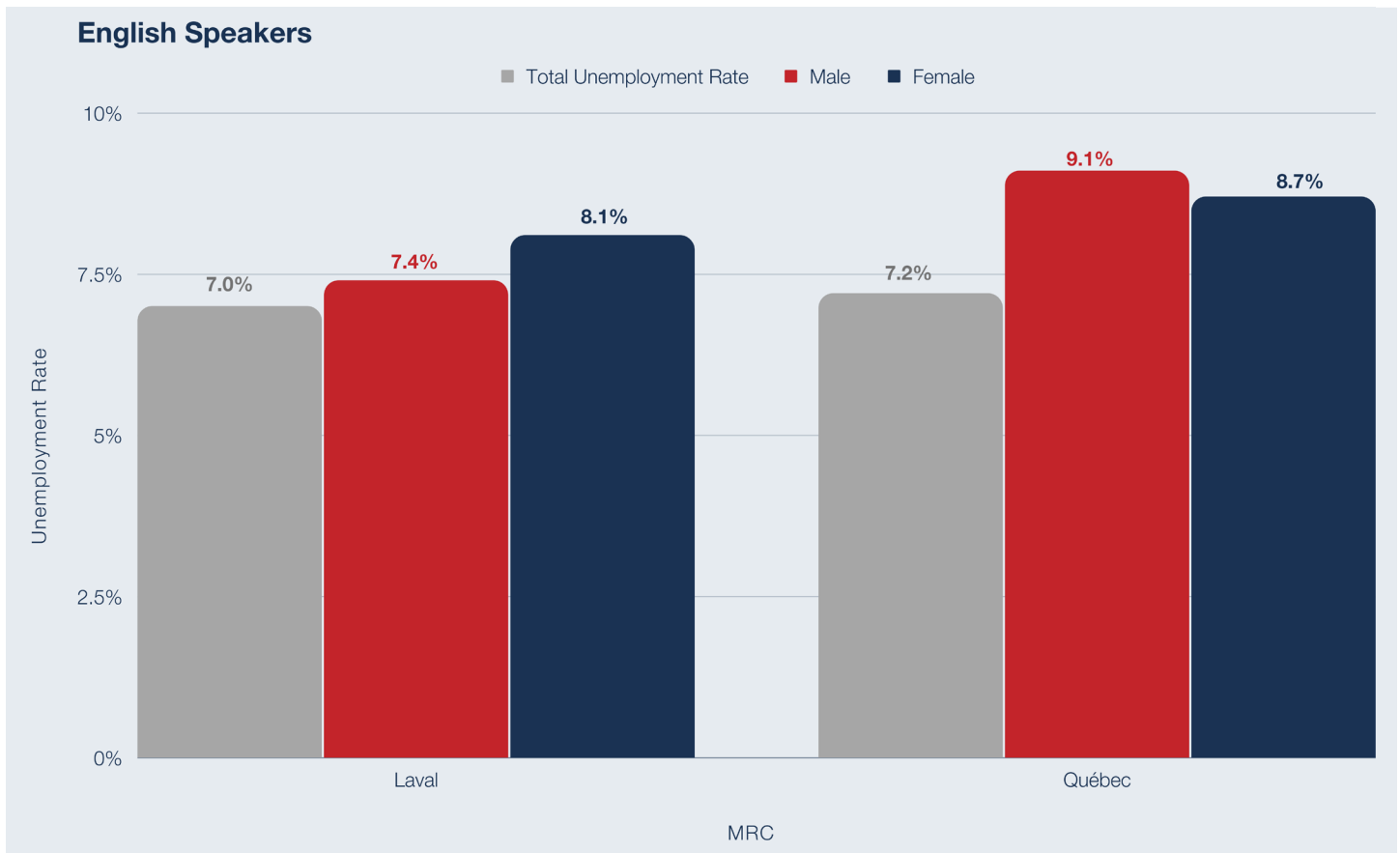
Sex Structure of Unemployment Rate

English-speaking women in Laval experience a higher unemployment rate than English-speaking men. This is unusual in Québec - in 10 out of the 17 administrative regions, English-speaking men experience higher unemployment rates than English-speaking women.

English-speaking women in Laval experience an unemployment rate of 8.1%, followed by English-speaking men (7.4%) and French-speaking men (7.2%). French-speaking women experience the lowest unemployment in the region (6.2%).



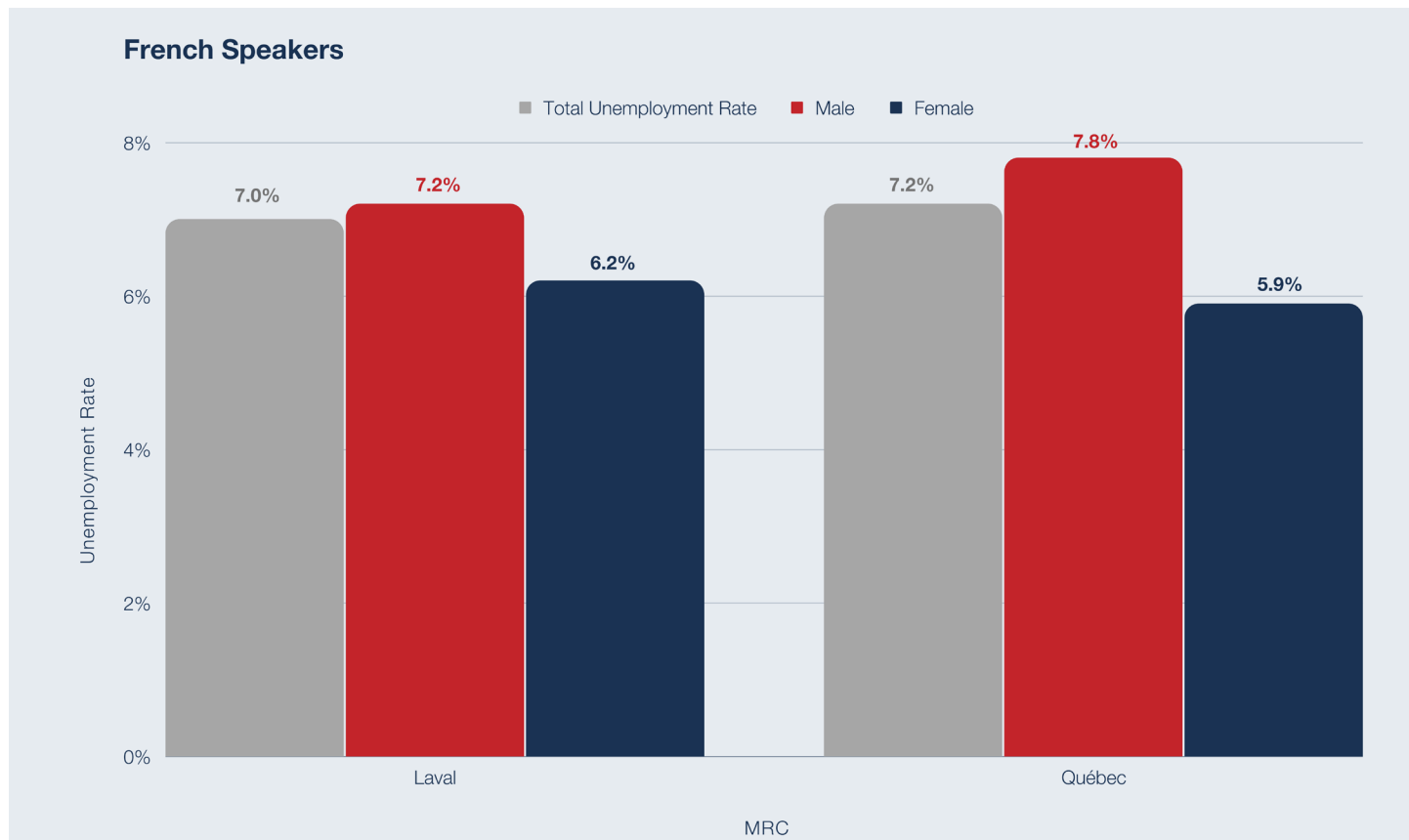
Graph 11a: Sex Structure of Unemployment Rate in Laval



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

UNEMPLOYMENT RATE

Graph 11b: Sex Structure of Unemployment Rate in Laval



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

Work Activity

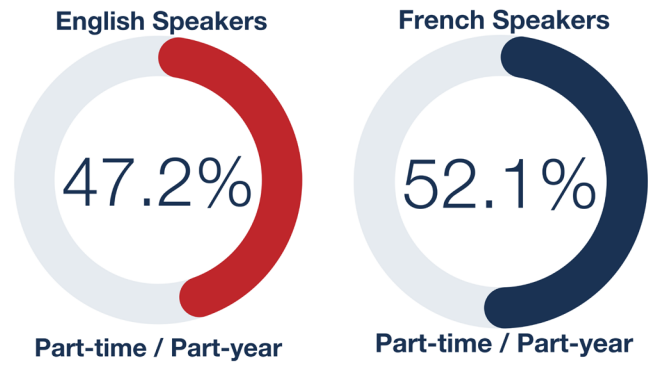


WORK ACTIVITY

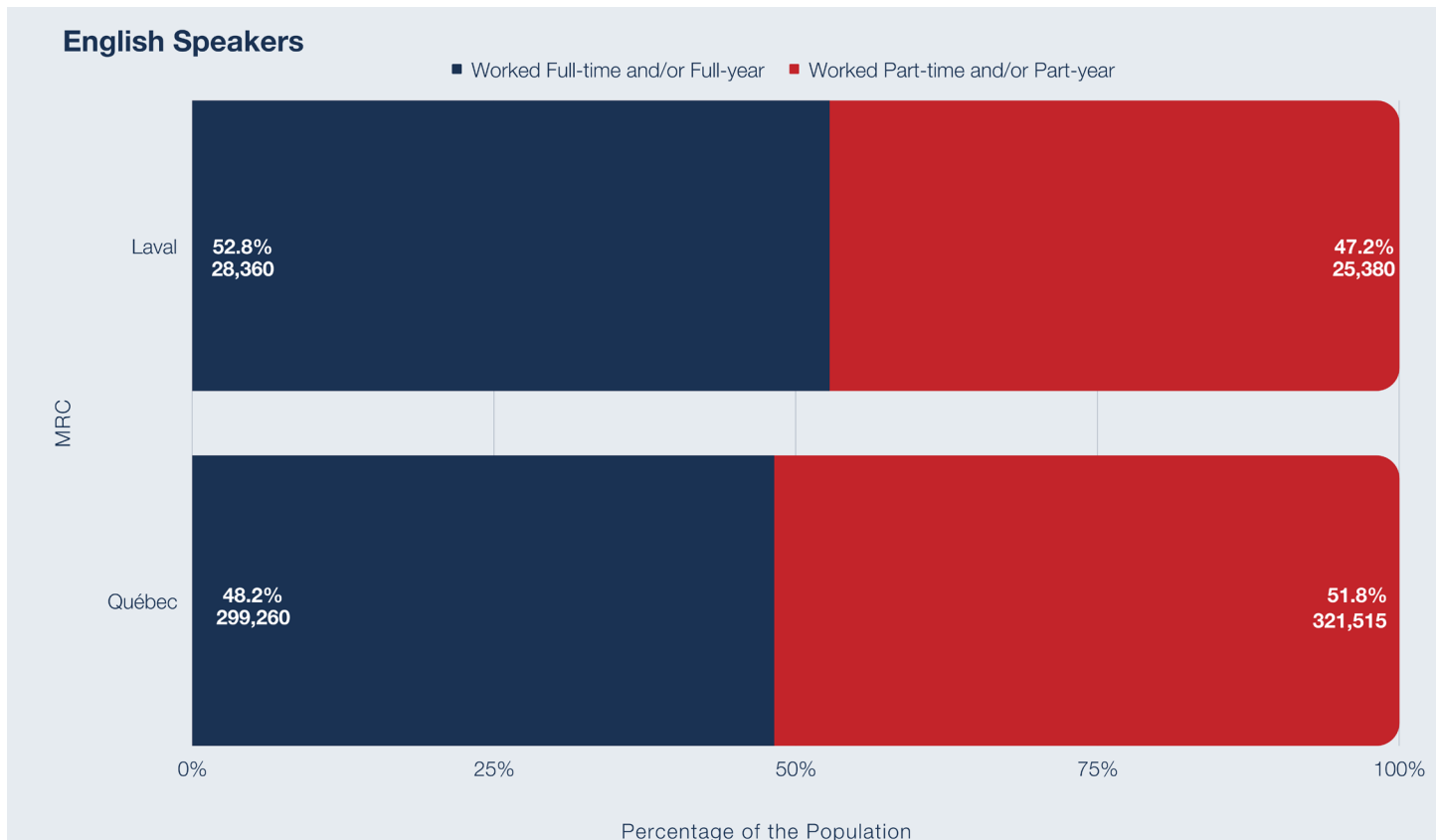
Engagement in Part- and Full-time Work

Approximately 52.8% of English speakers are engaged in full-time work in Laval, while 47.2% of English speakers are engaged in part-time work.

Among French speakers, the inverse is true: the majority of French speakers (52.1%) are engaged in part-time work, and 47.9% are engaged in full-time work.



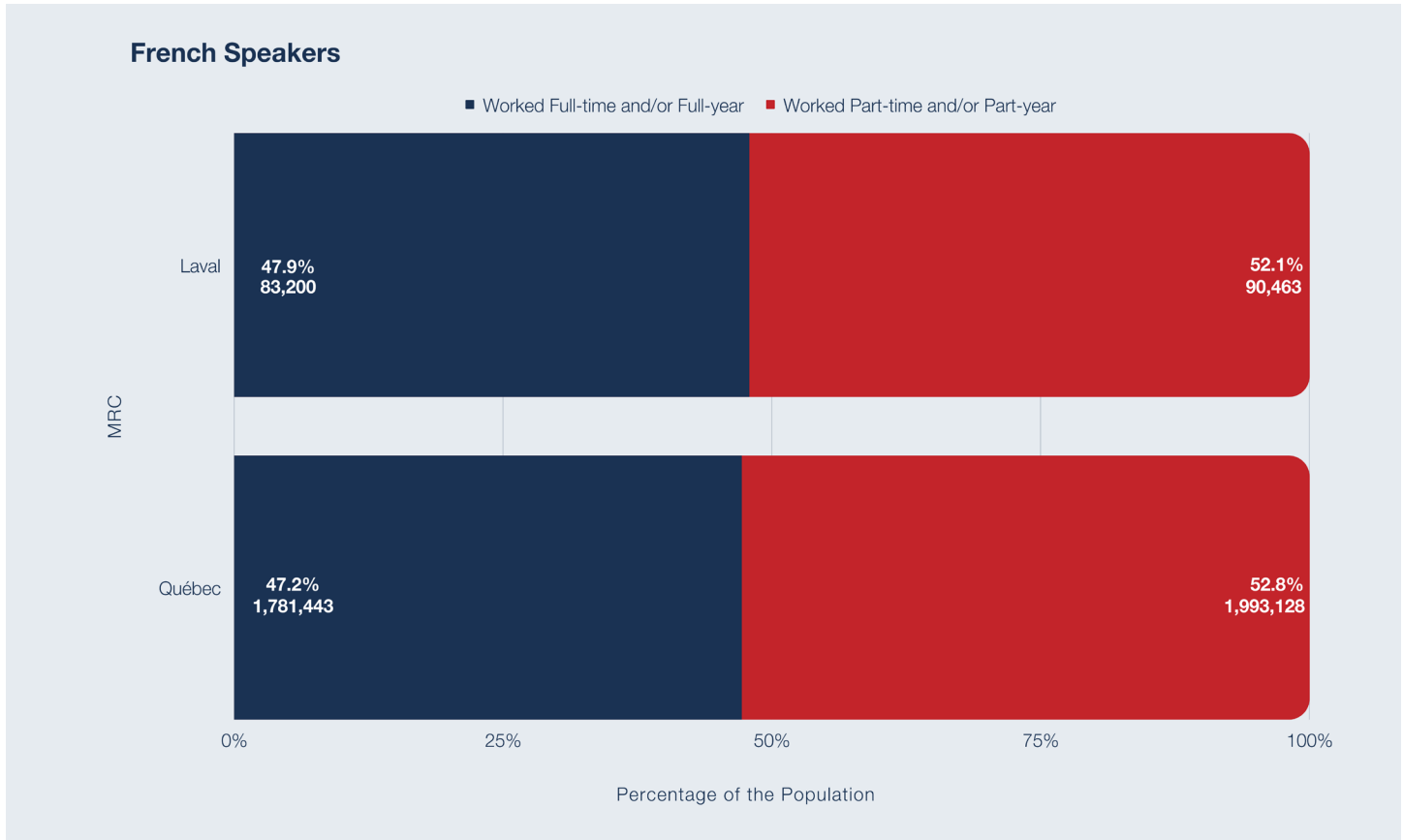
Graph 12a: Work Activity in Laval



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

WORK ACTIVITY

Graph 12b: Work Activity in Laval



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

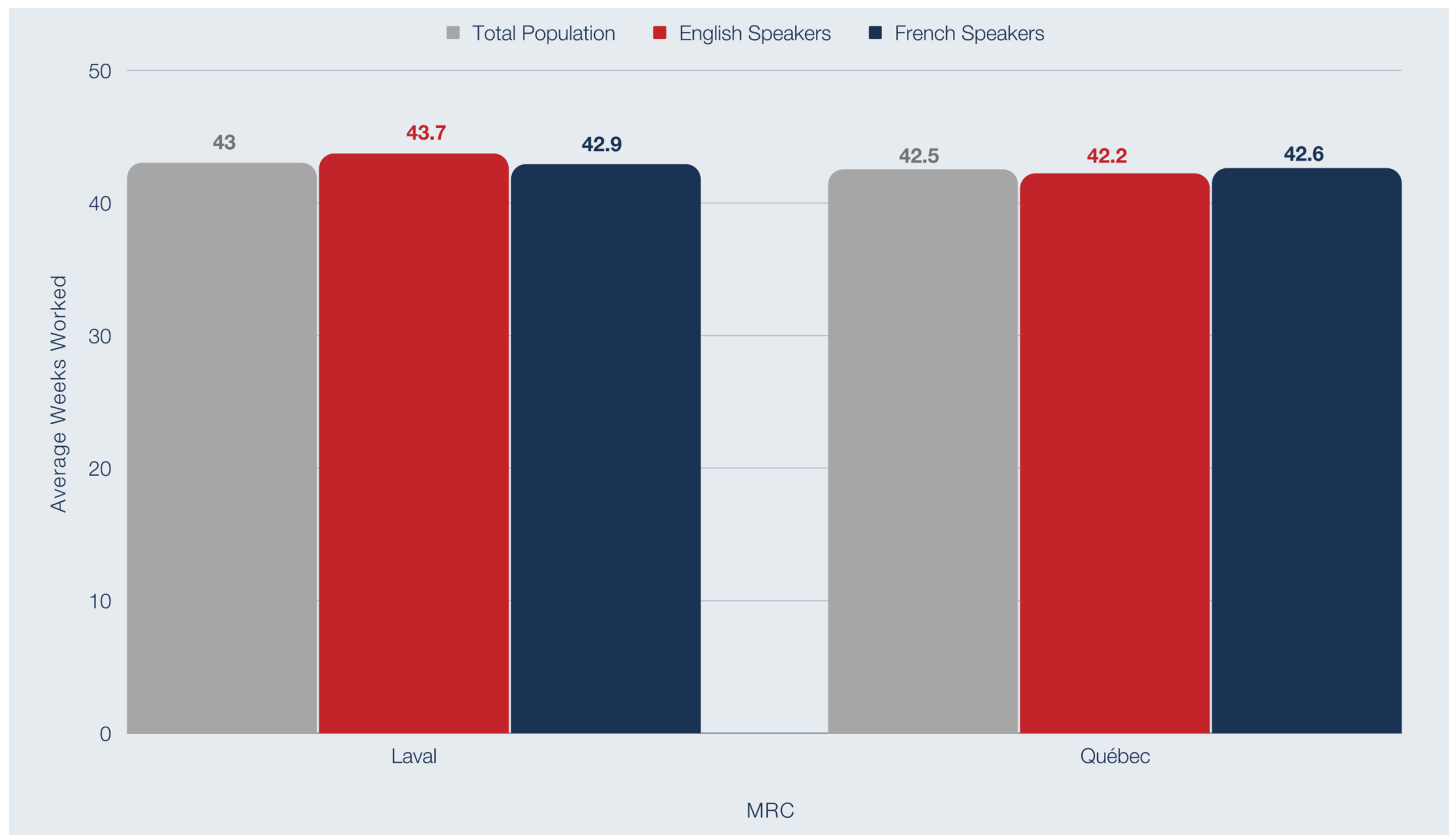
WORK ACTIVITY

Average Weeks Worked

English speakers work slightly more weeks per year, on average, than French speakers in Laval (43.7 compared to 42.9).⁹



Graph 13: Average Weeks Worked in Laval



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

9. 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.¹⁰

English speakers earn a lower median after-tax income than French speakers in Laval, by approximately \$2,700.

Graph 14: Median After-tax Income in Laval



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.

Education



EDUCATION

Educational Attainment

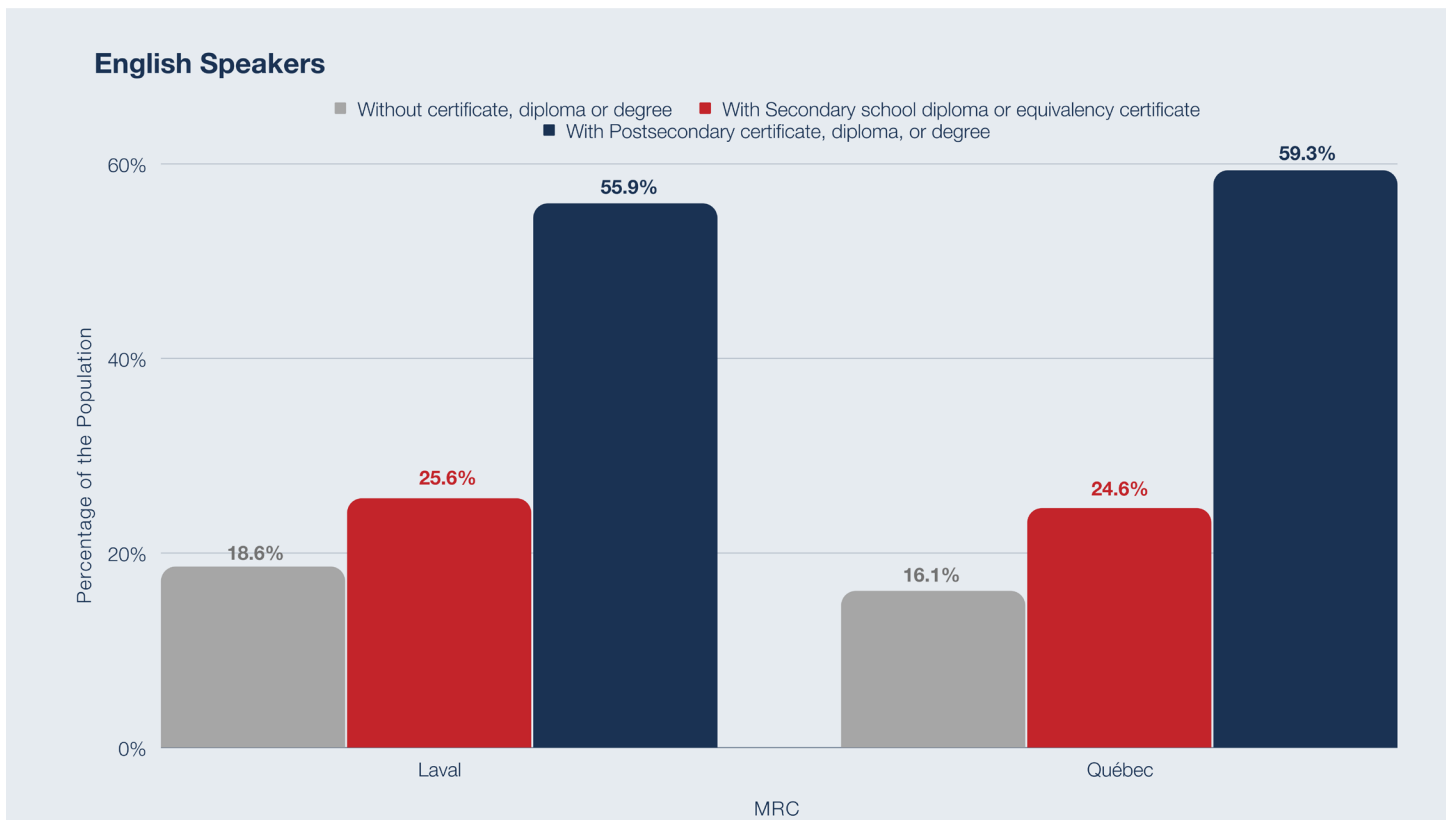
In most developed countries, employment, earnings, and labour productivity rise with educational attainment. Education provides the skills and training that are useful for labour market entry and advancement. In Québec, French is taught within the primary and secondary education systems, providing the 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.

The majority of English speakers in Laval have a post-secondary degree (55.9%), as do the majority of French speakers (60.2%).

English speakers in Laval have a slightly higher rate of no educational attainment than French speakers (18.6% versus 17.7%).

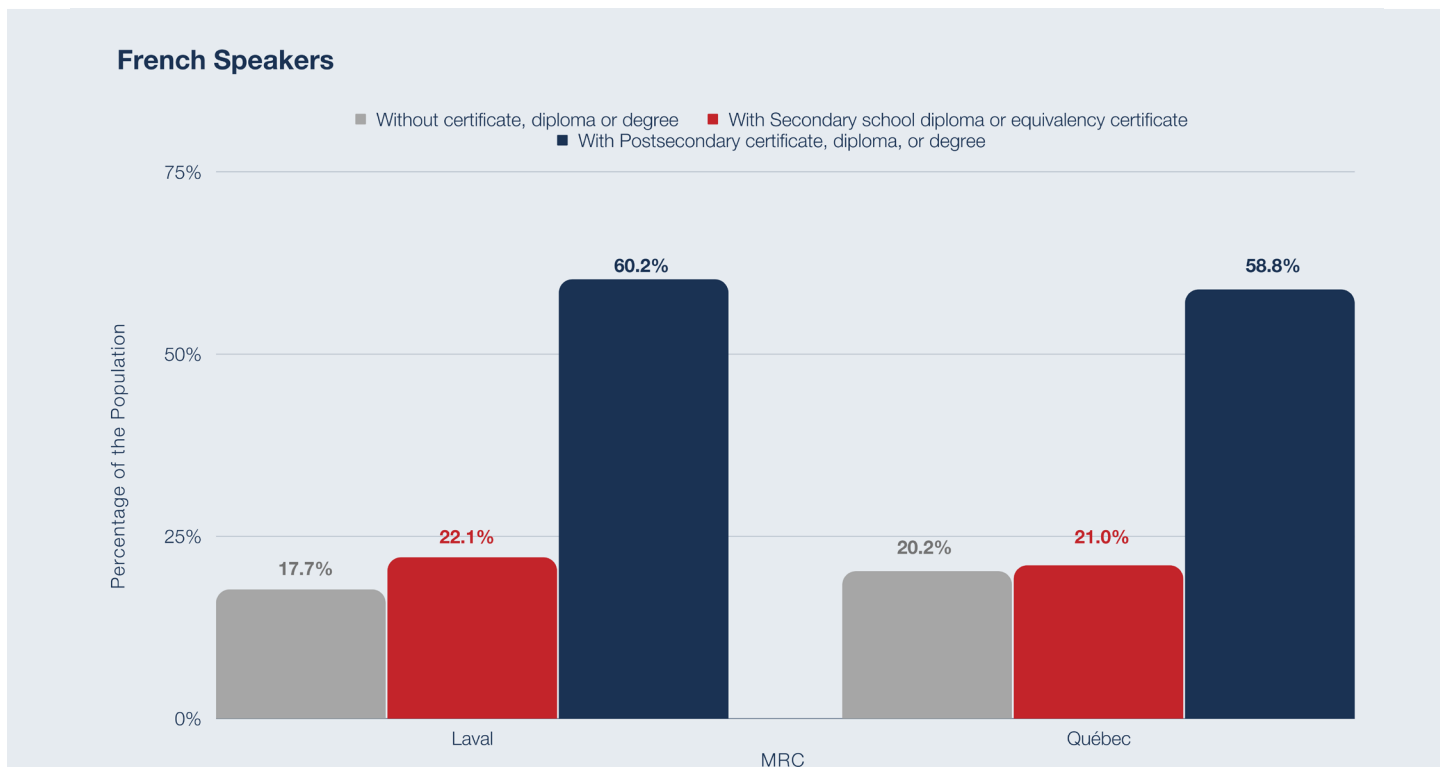
Graph 15a: Educational Attainment in Laval



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

EDUCATION

Graph 15b: Educational Attainment in Laval



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

REFERENCES

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