Employment Profile of English Speakers in Montérégie

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 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 Montérégie'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 Montérégie'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:

- Montérégie has a population of approximately 1,332,105 individuals; 156,175 are English speakers.
- English speakers in manufacturing oriented-regions in Quebec tend to be under-represented in the labour force, but this is not the case in Montérégie: English speakers make up 11.9% of the labour force and 11.7% of the region's total population.
- English-speaking men represent 6.3% of the labour force in Montérégie, while English-speaking women represent 5.5% of the region's labour force.
- English speakers in Montérégie experience an unemployment rate of 7.6%, which is higher than that of French speakers in the region (5.7%), as well as the provincial unemployment rate (7.2%).
- Youth in the region experience the highest unemployment rate of any age group. English-speaking youth experience an unemployment rate 3.3% higher that of French-speaking youth (14.7% compared to 11.4%).
- English speakers earn a lower median after-tax income than French speakers in Montérégie ($29,021 compared to $31,867).
- English speakers and French speakers in Montérégie have similar levels of postsecondary attainment. 58.3% of English speakers have a postsecondary certificate, diploma, or degree, compared to 57.9% of French speakers.

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.

This employment profile accounts for the new boundaries of the Montérégie administrative region, effective as of July 28th, 2021. The boundaries were shifted to remove the MRCs of Brome-Missisquoi and la Haute-Yamaska from Montérégie and include them in the Estrie administrative region.

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

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

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.

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

Montérégie

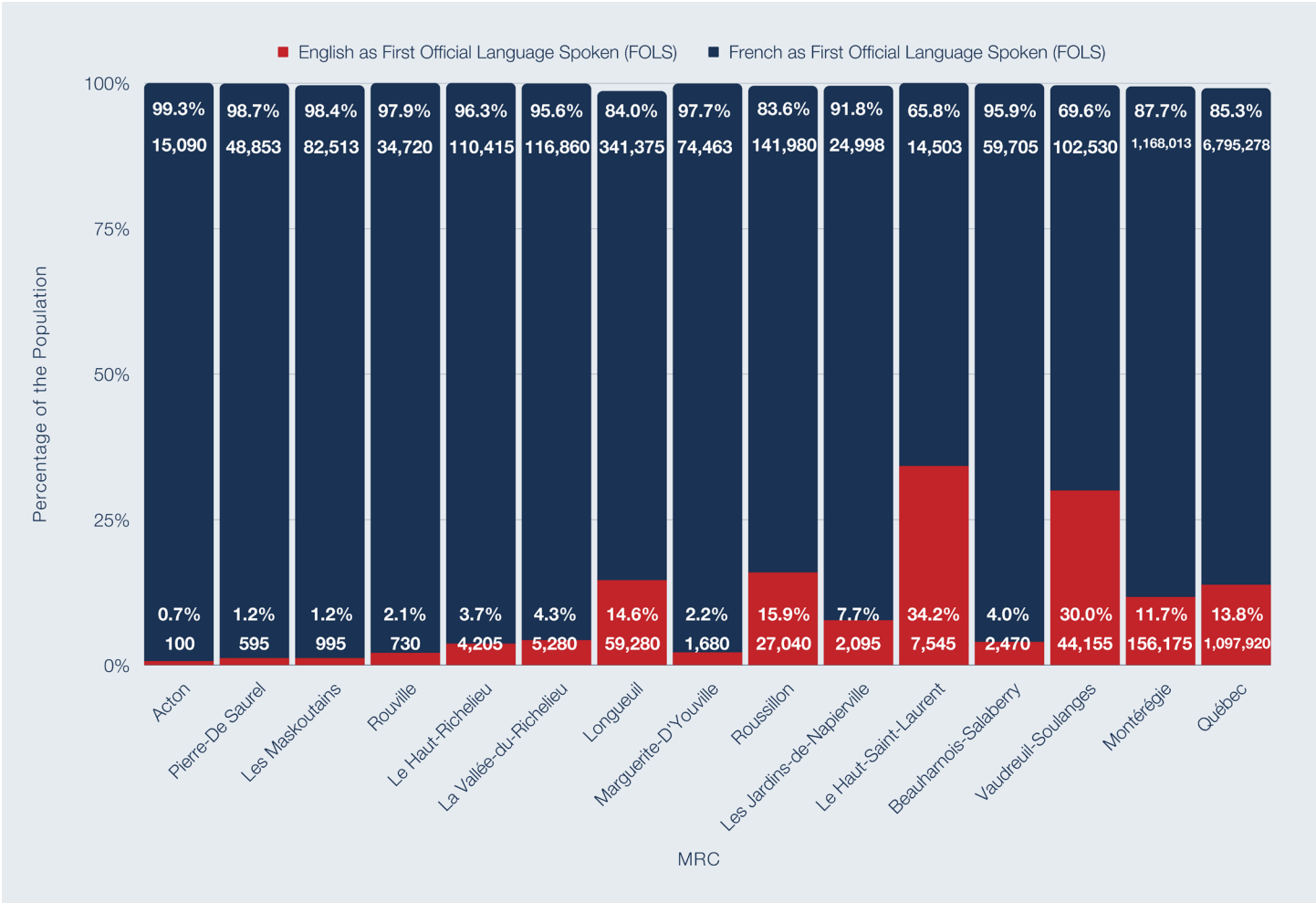
The population of Montérégie is approximately 1,332,105. The English-speaking population comprises 156,175 individuals, or 11.7% of the region's total population.[3]

Longueuil has the highest number of English speakers (59,280), followed by Vaudreuil-Soulanges (44,155) and Roussillon (27,040).

Acton has the smallest English-speaking community with just 100 English speakers, who constitute 0.7% of the MRC's total population.

There are two Mohawk reserves in Montérégie, Akwesasne and Kahnawake. Both communities predominantly speak English, as well as the Kanien'keha (Mohawk) language. Kahnawake did not give permission for the census to be administered within the reserve, so this community is not represented within the census data.

Graph 1: Total Population of Montérégie by MRC



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

3. This employment profile accounts for the new boundaries of the Montérégie administrative region, effective as of July 28th, 2021. The boundaries were modified to shift the MRCs of Brome-Missisquoi and la Haute-Yamaska , which were previously part of Montérégie, to the Estrie administrative region.

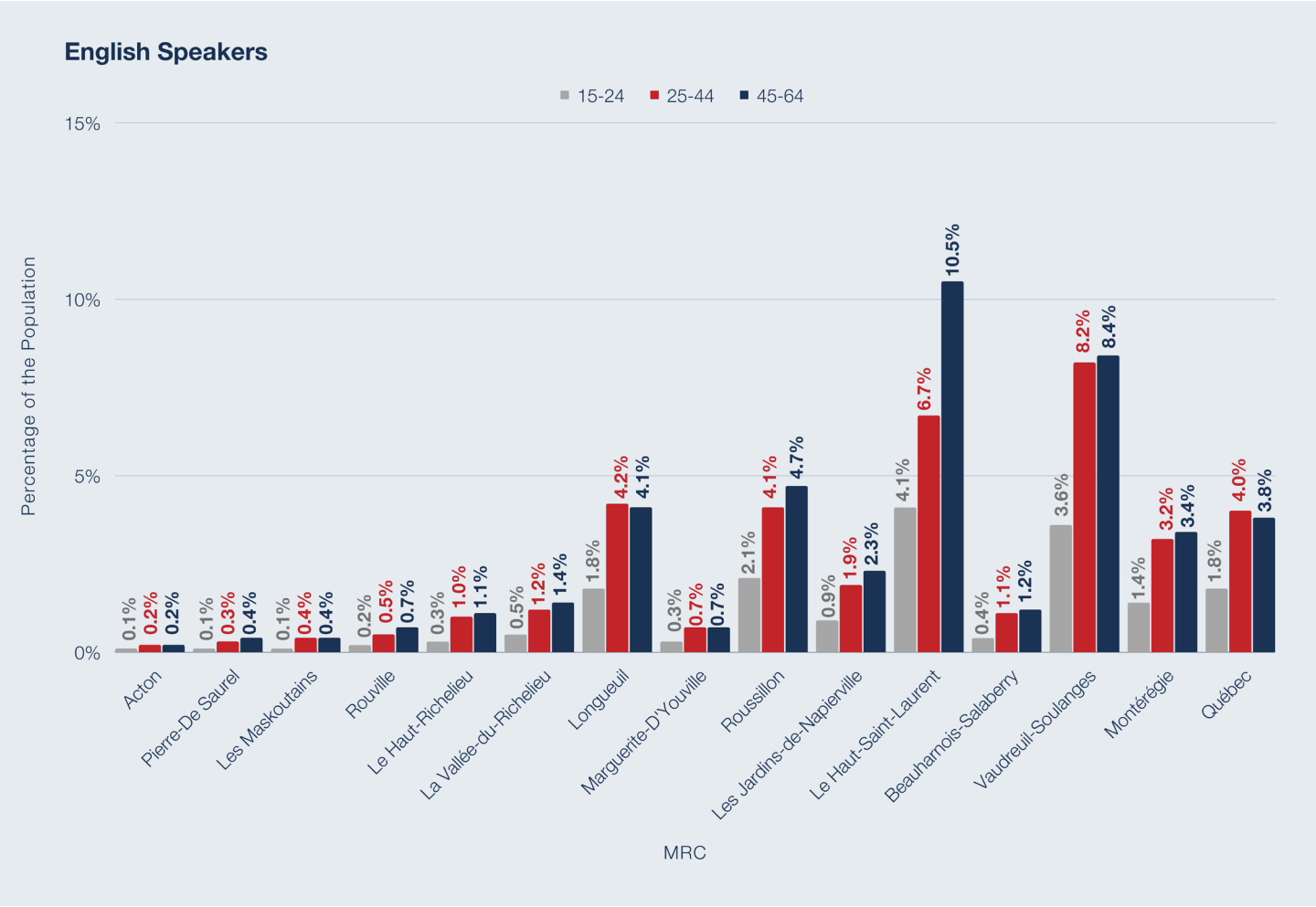
POPULATION

Age Structure of Population

Among both French and English speakers, individuals aged 45-64 make up the largest portion of the population.

Longueuil is the only MRC with more English speakers aged 25-44 than 45-64.

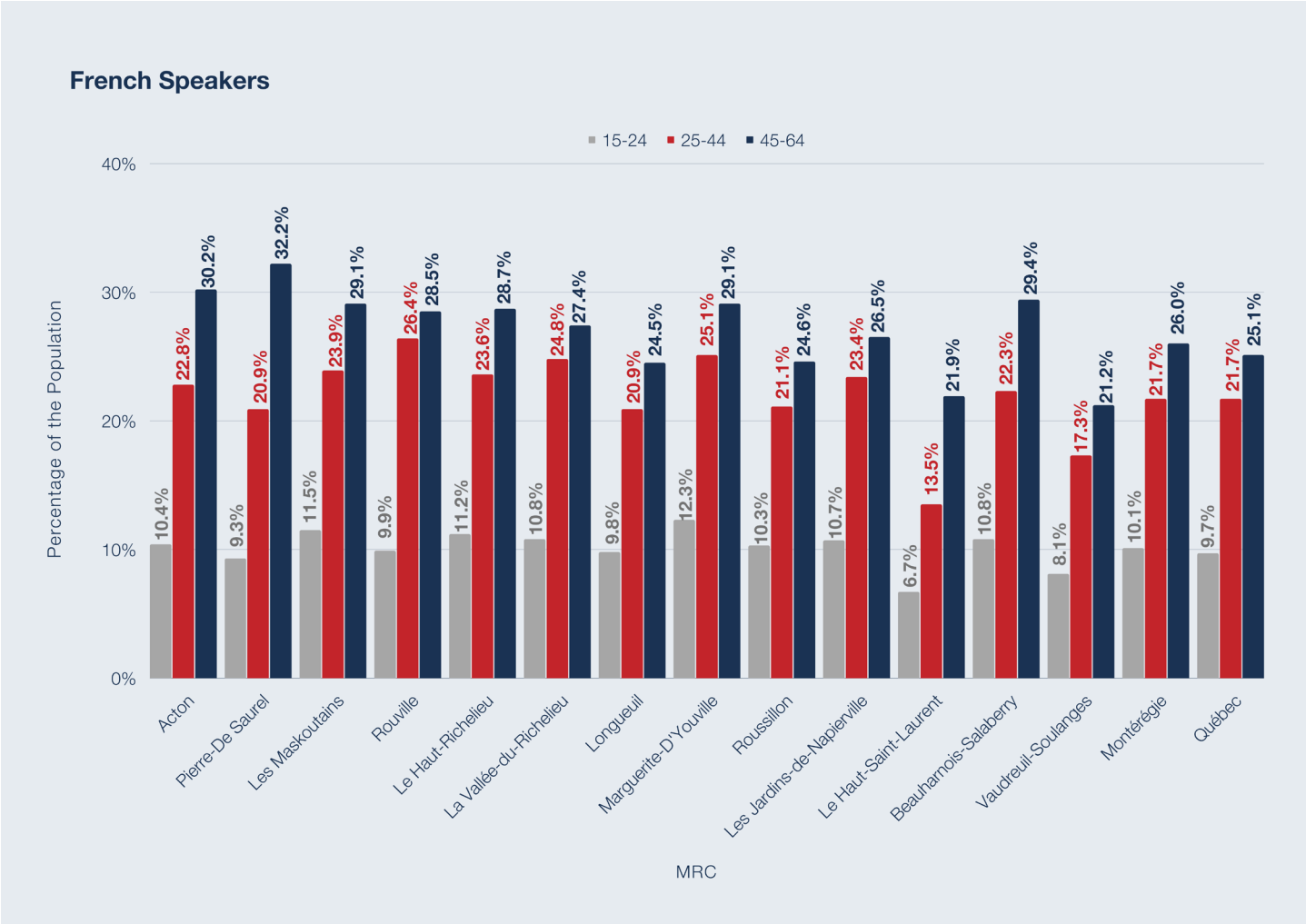
Graph 2a: Age Structure of Montérégie's Population by MRC



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

POPULATION

Graph 2b: Age Structure of Montérégie's Population by MRC



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

POPULATION

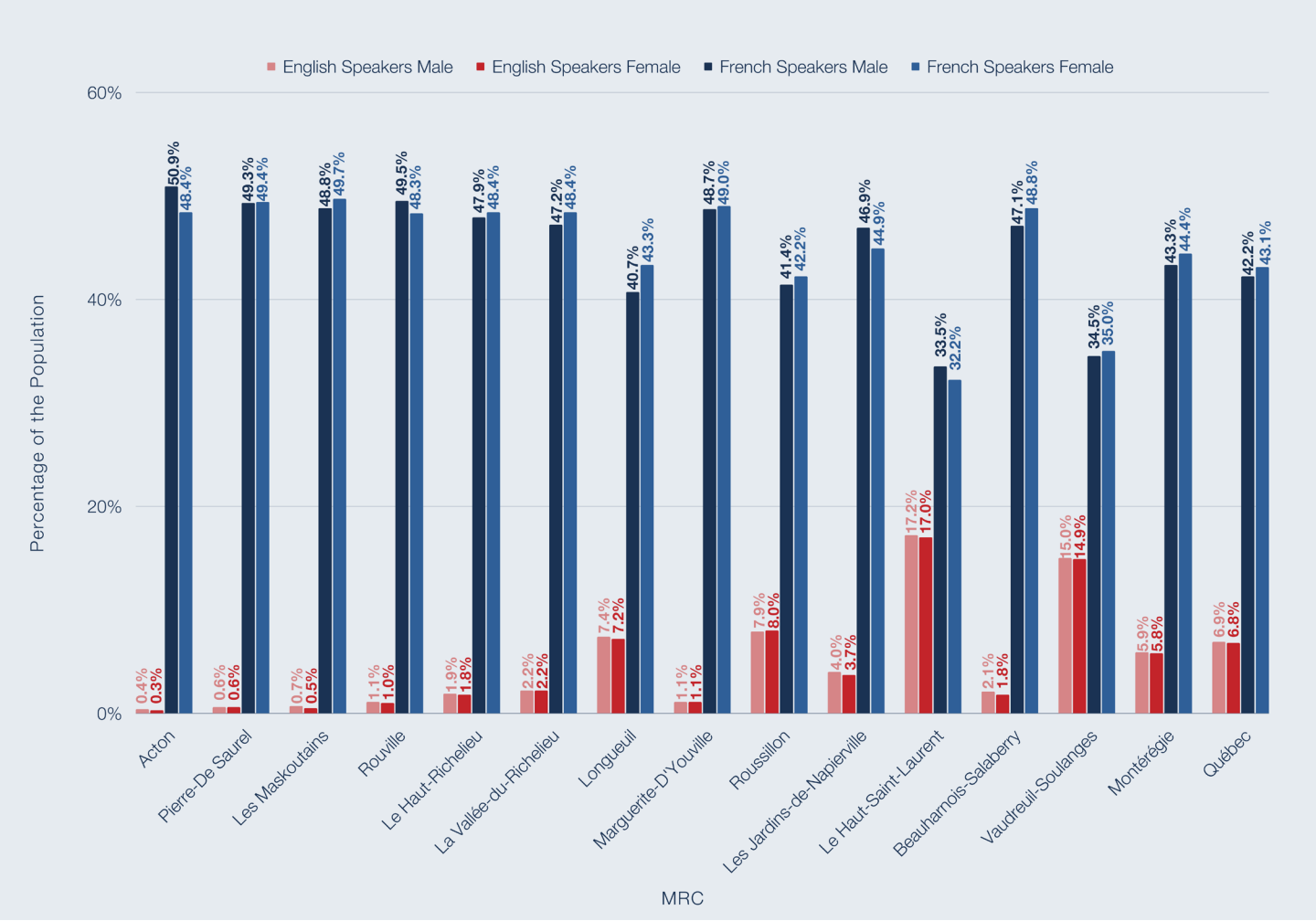
Sex Structure of Population

Among English speakers, men make up a slightly larger portion of the population in Montérégie than women (5.9% compared to 5.8%).

French-speaking women make up 44.4% of the population in the region, while French-speaking men make up 43.3%, 1.1% less.

Roussillon is the only MRC with more English-speaking women than men (8% compared to 7.9%)

Graph 3: Sex Structure of Montérégie's Population by MRC



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

Economic Structure

ECONOMIC STRUCTURE

Montérégie is designated as a manufacturing-oriented region according to Quebec's Economic Development Index.[4] Montérégie's score increased by 0.5 over its 2013 to reach 100.8 in 2018, marking it as one of five regions that are above average.[5] This contrasts with the decrease in score experienced by several other neighbouring, manufacturing-oriented regions, including Mauricie, Saguenay-Lac-Saint-Jean, Centre-du-Québec, and Lanaudière.

The main goods manufactured in Montérégie include food products and complex equipment such as medical equipment and transportation equipment.[6] Notably, this populous region has the highest number of manufacturing jobs in comparison to every other region in the province. Other major sectors include the agriculture, construction, and services sectors. The latter is the largest sector in Montérégie, although it is comparatively smaller than the services sectors in most other regions, and in the province as a whole.

From 2013-2017 sales of manufactured goods produced in the region increased by an average of 4.4% per year, compared to a provincial yearly growth rate of 3%. Around the same period (2016-2020) private investment in Montérégie declined by an annual average of 1.4%, compared to a provincial growth in private investment of 1.7% annually.[7] Public investment has similarly declined, although investments are forecasted to pick up in the coming years. Upcoming construction projects include the extension of Highway 35 (Vallée-des-Forts Highway) and the construction of the Hospital Vaudreuil-Soulanges, scheduled to begin in 2022.[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. François Dupuis, Mathieu D'Anjou, and Chantal Routhier. "Études régionales: Région administrative de la Montérégie," (2021). Desjardins. Retrieved from: https://www.desjardins.com/ressources/pdf/21Monteregie-f.pdf?resVer=1618253611000, page 5.

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

8. Dupuis, D'Anjou, and Routhier. "Études régionales: Région administrative de la Montérégie," 10.

Industries

INDUSTRIES

Top Industries for Total Population

The manufacturing sector in Montérégie accounts for 13.8% of jobs in the region, compared to 11.6% provincially.[9]

The main source of employment within the region is the service sector, accounting for 76.9% 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.

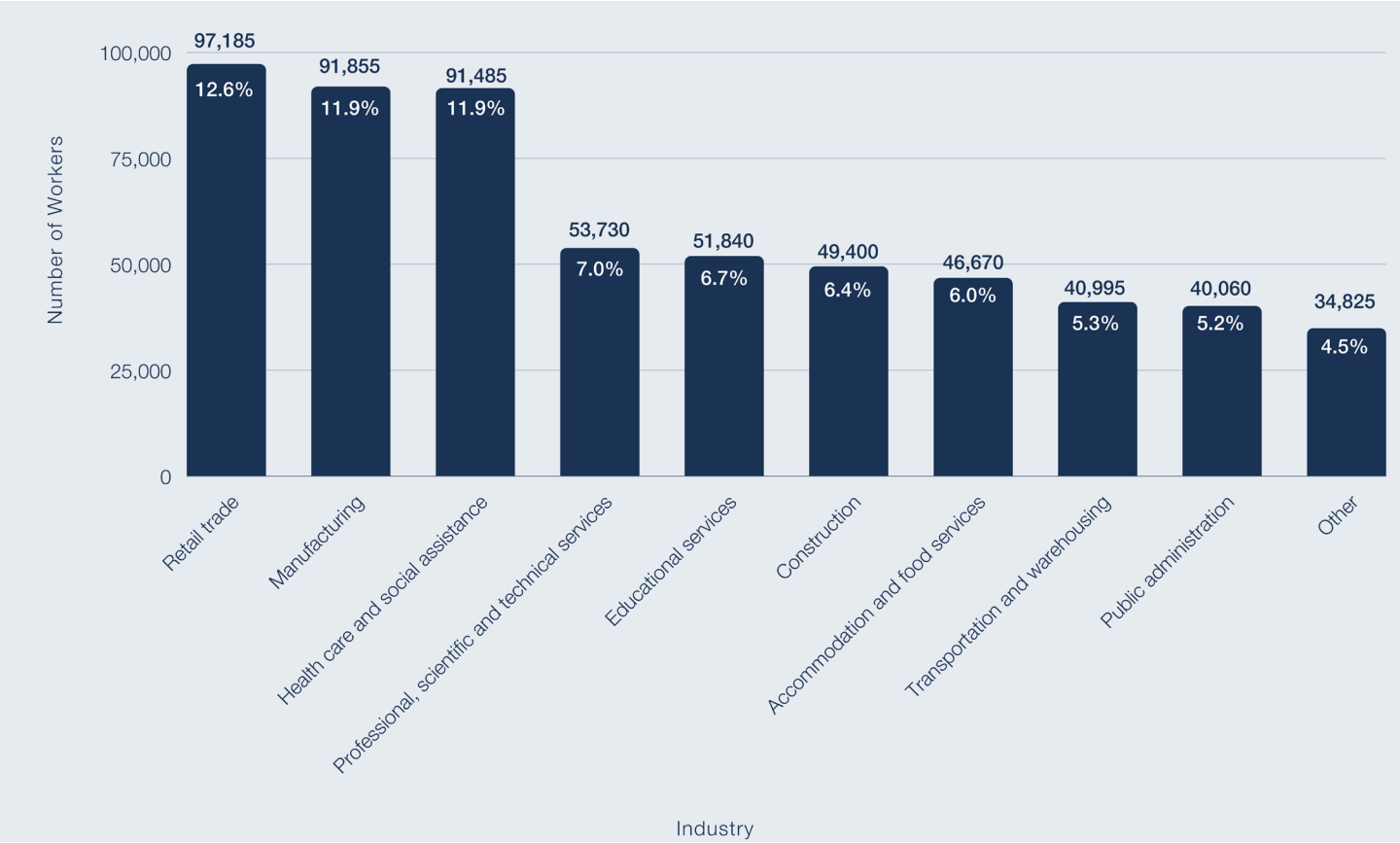
Services

76.9%

Manufacturing

13.8%

Graph 4: Top 10 Industries in Montérégie 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. (2021). Région Montérégie: Structure économique. Retrieved from: https://www.economie.gouv.qc.ca/pages-regionales/monteregie/portrait-regional/structure-economique/

INDUSTRIES

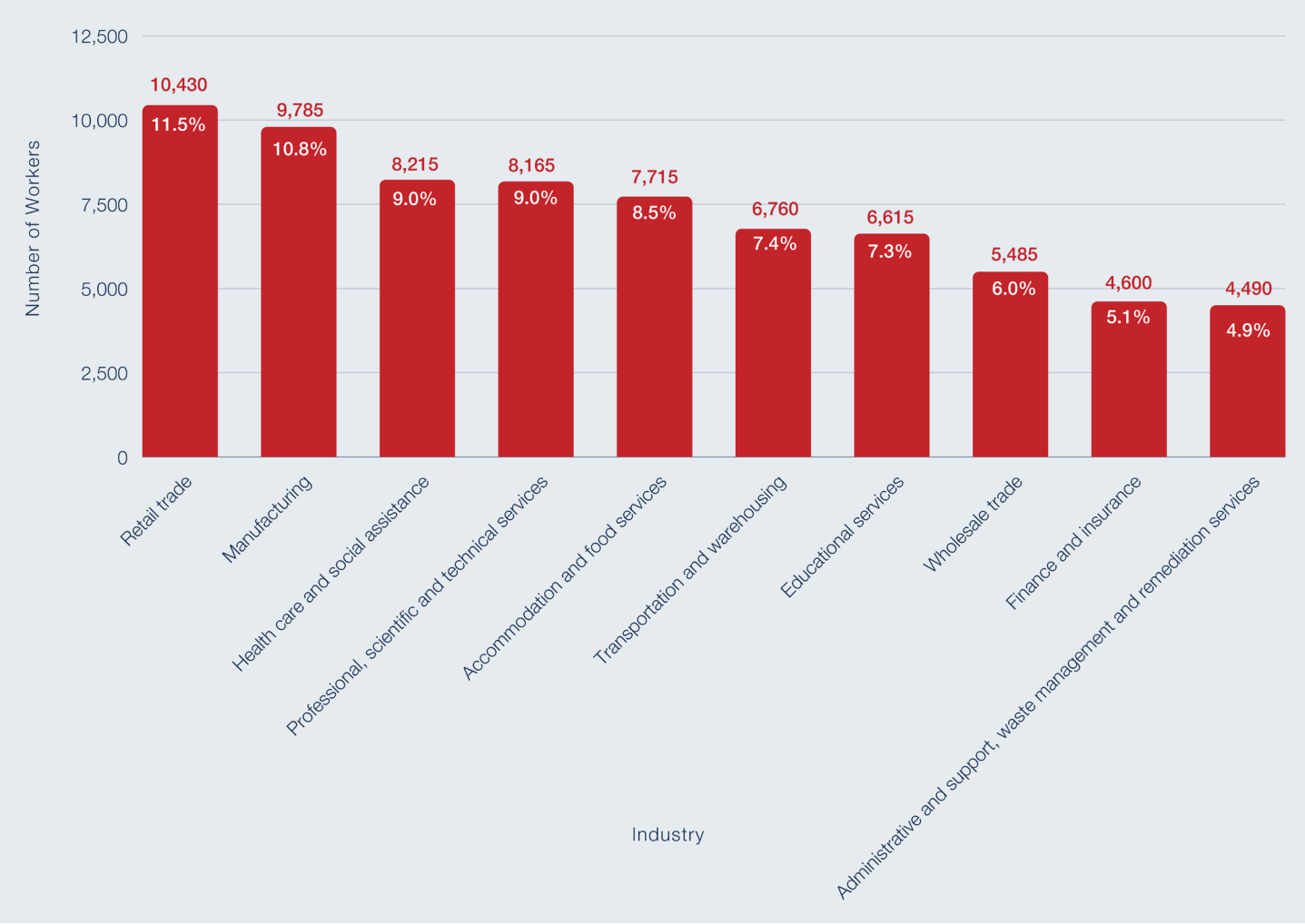
Top Industries for English Speakers

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

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.

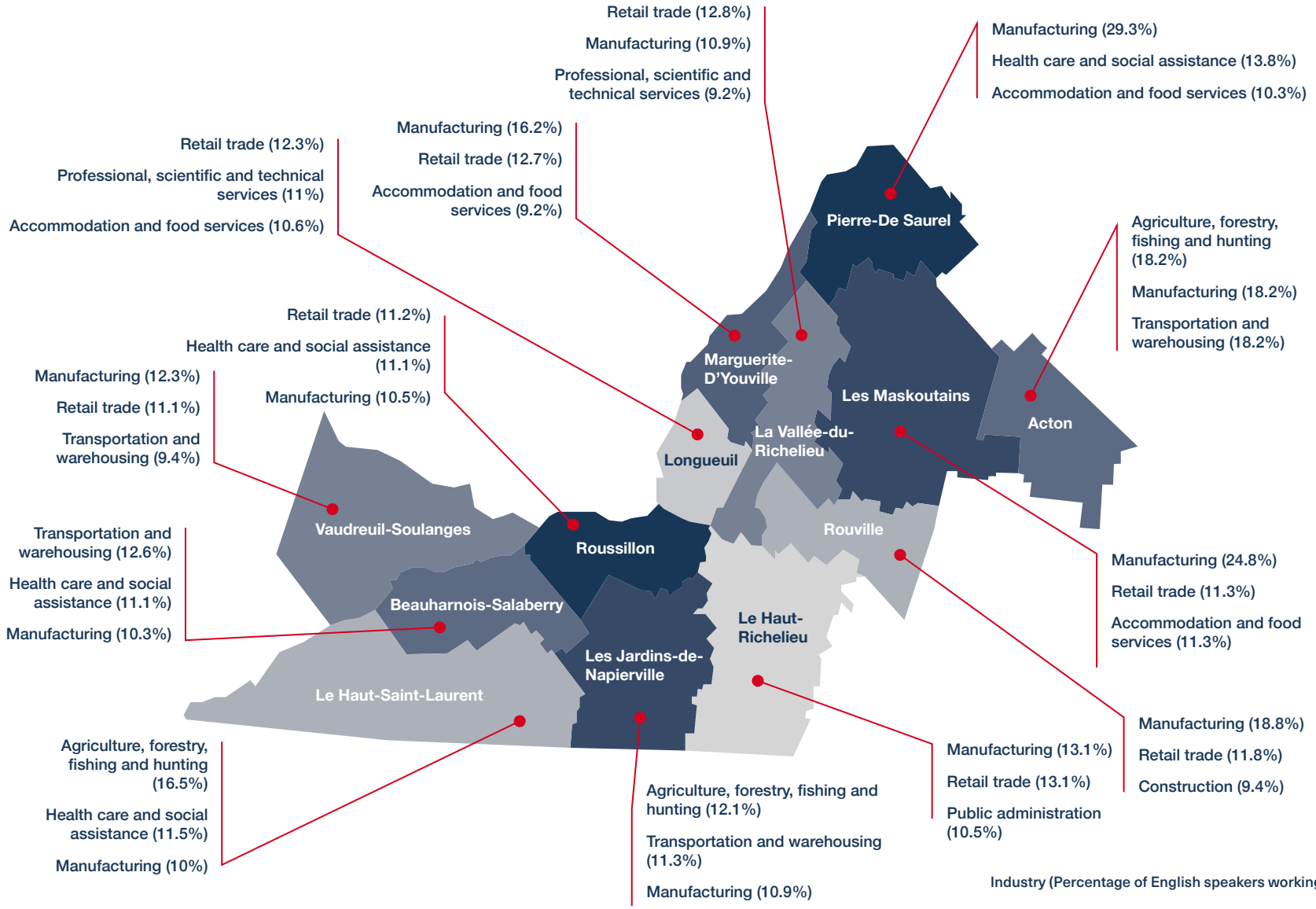
Graph 5: Top 10 Industries in Montérégie for English Speakers by Number of Workers



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

INDUSTRIES

Map 1: Top Industries in Montérégie 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:

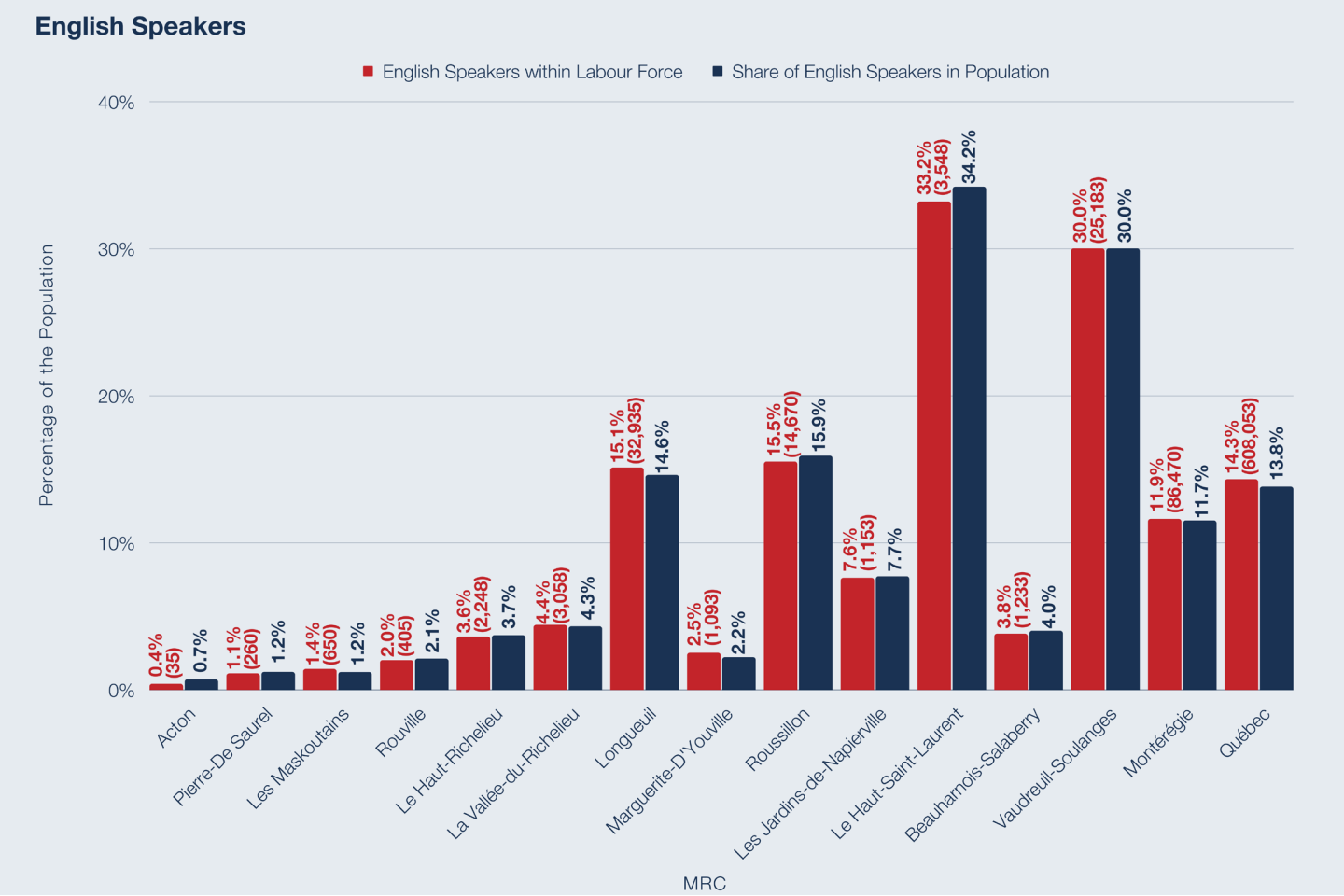
- The proportion of individuals in the labour force who are unemployed
- Cyclical conditions and the time of year when labour force data is collected
- The types of occupations that employed individuals have
- The income that individuals are earning

The total labour force of Montérégie comprises 728,720 individuals, including 86,470 English speakers.

The English-speaking community thus accounts for 11.9% of the labour force in the region, compared to 11.7% of the region's total population.

In the MRCs of les Maskoutains, la Vallée-du-Richelieu, Longueuil, and Marguerite-D'Youville, English speakers make up a larger portion of the labour force than they do the total population.

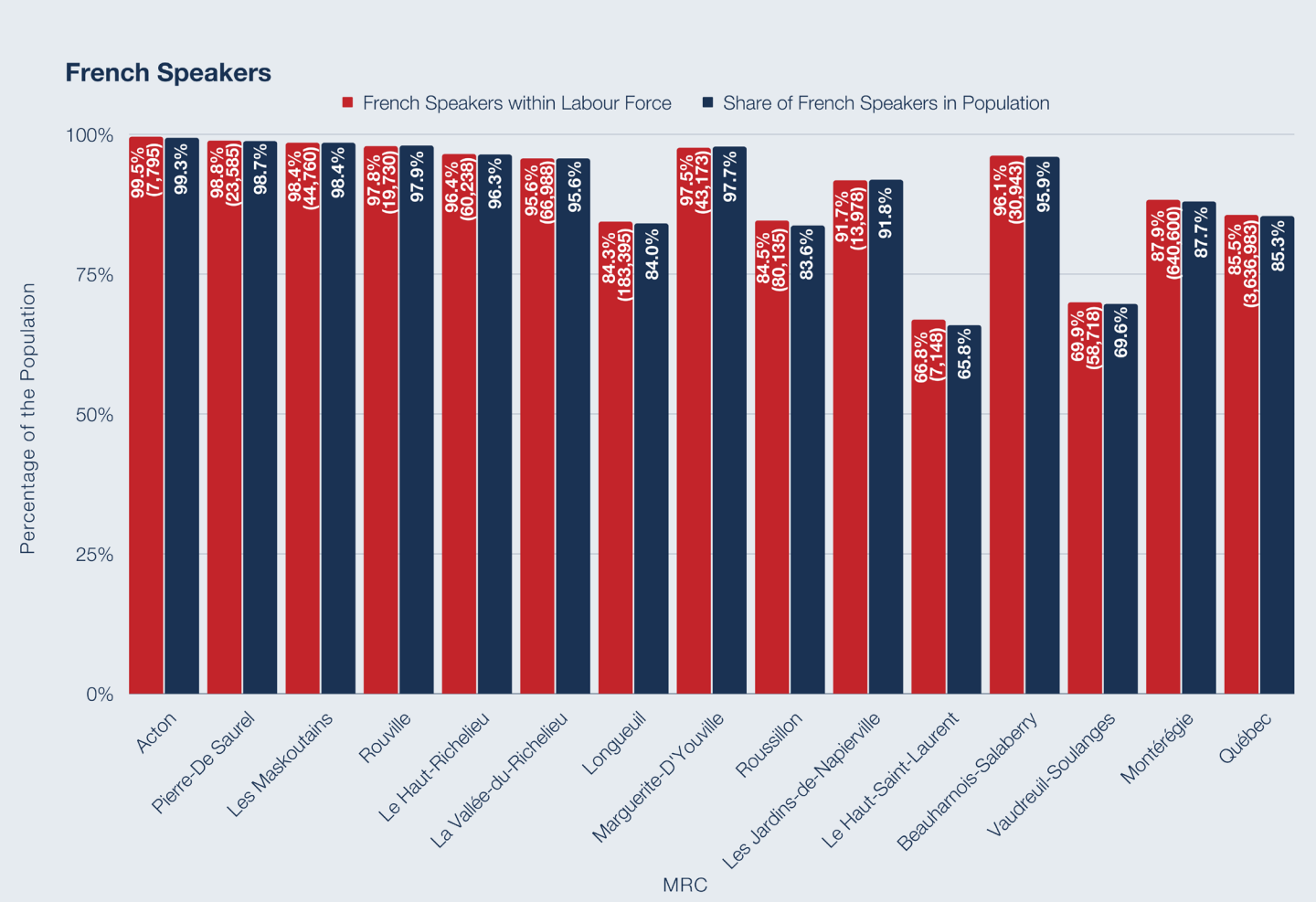
Graph 6a: Labour Force of Montérégie by MRC



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

LABOUR FORCE

Graph 6b: Labour Force of Montérégie by MRC



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

LABOUR FORCE

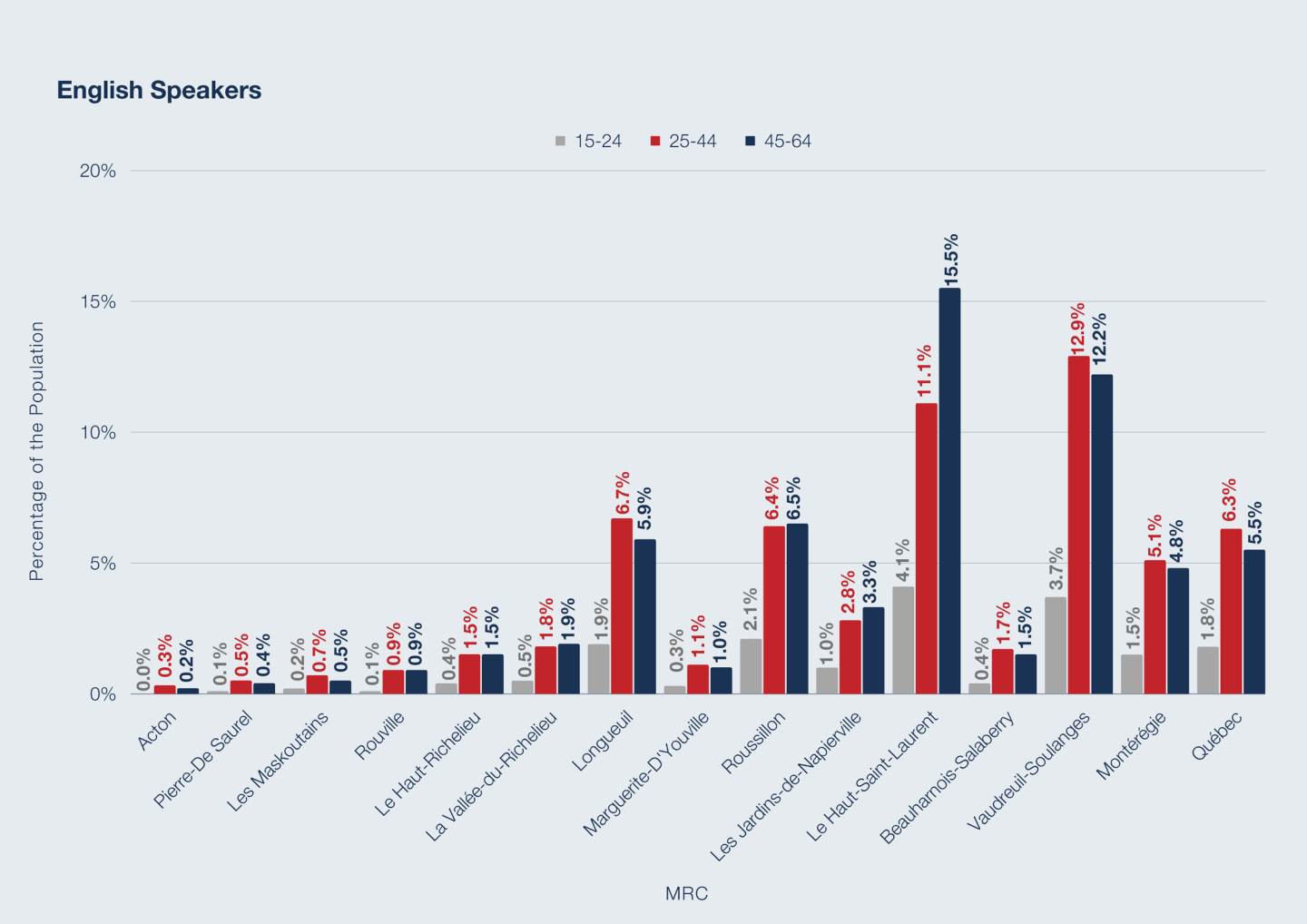
Age Structure of Labour Force

Among English speakers, individuals aged 25-44 make up the largest portion of the labour force (5.1%). Among French speakers, individuals aged 45-64 make up the largest portion of the labour force (36.4%). At the provincial level, individuals aged 25-44 make up the largest portion of the labour force (among both French and English speakers) owing to their high representation in a few key regions.

In the majority of MRCs in Montérégie, the share of English speakers aged 25-44 in the labour force is equal to or greater than the share of English speakers aged 45-64 in the labour force.

In the MRCs with the largest English-speaking populations (Longueuil and Vaudreuil-Soulanges), there are more English speakers aged 25-44 than 45-64 in the labour force.

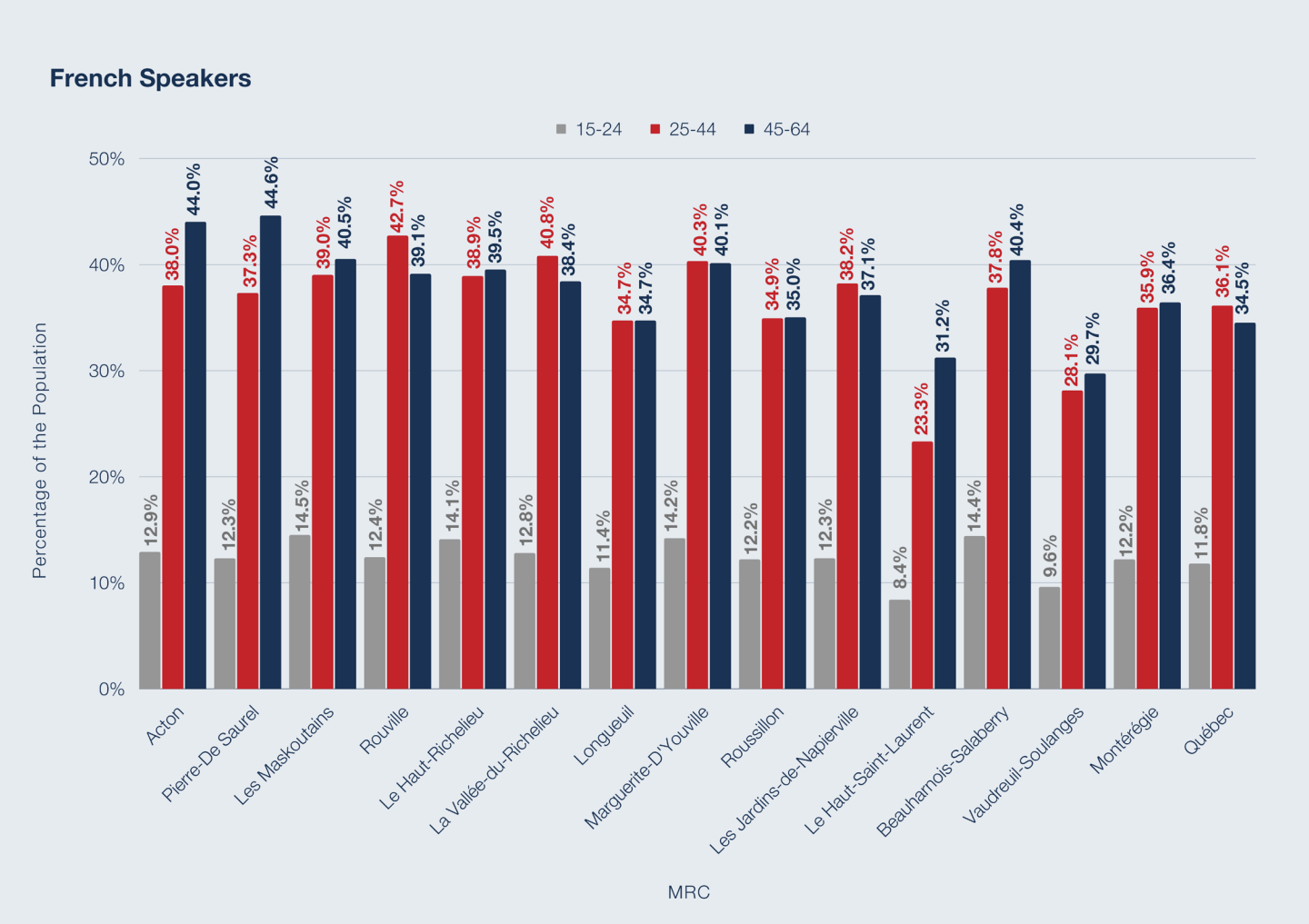
Graph 7a: Age Structure of the Montérégie's Labour Force by MRC



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

LABOUR FORCE

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



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

LABOUR FORCE

Sex Structure of Labour Force

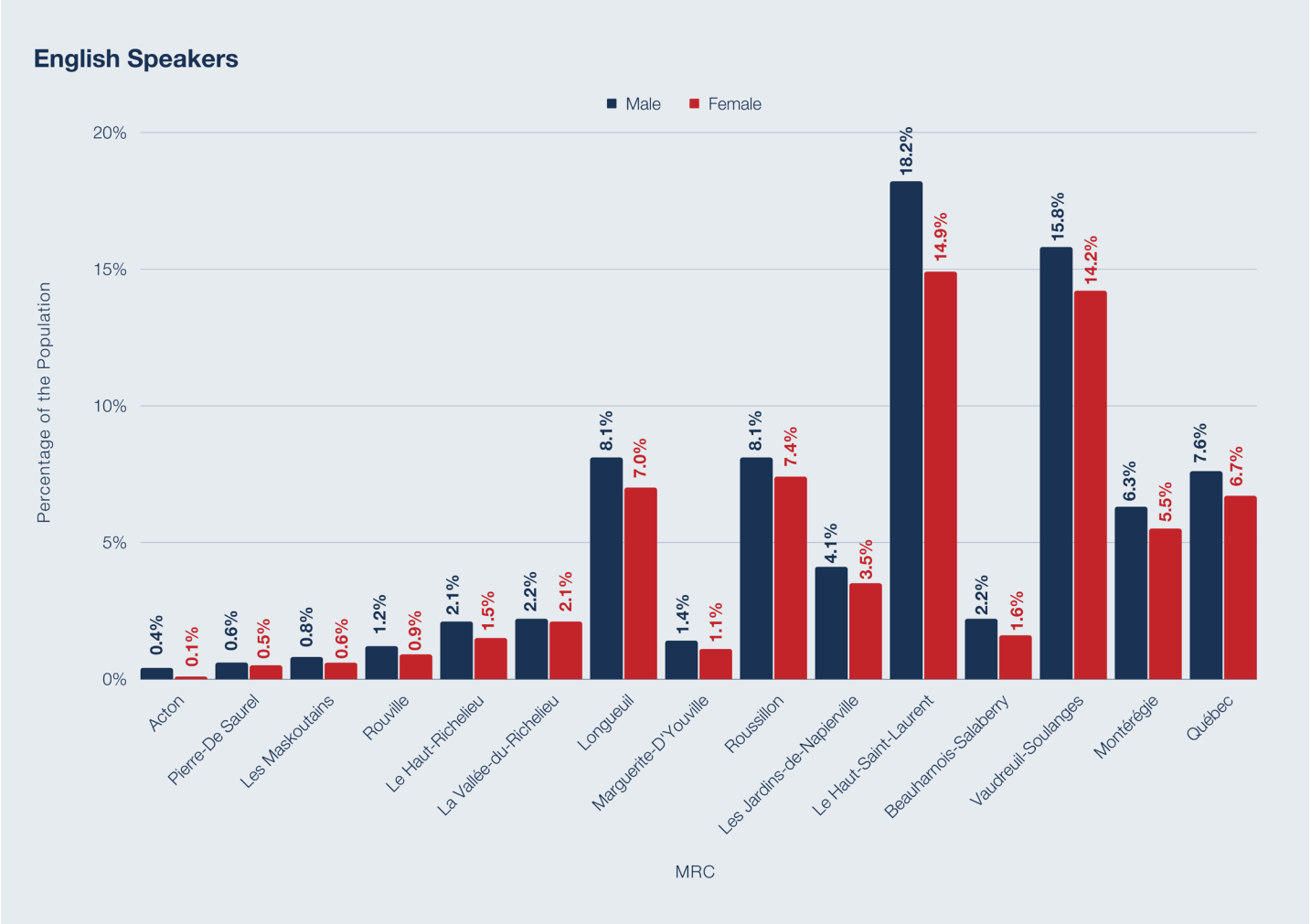
Among both French and English speakers, there are more men in the labour force than women.

English-speaking men make up 6.3% of the labour force in Montérégie, while English-speaking women make up 5.5%. French-speaking men make up 45.2% of the labour force, and French-speaking women make up 42.7%.

Among English speakers, the largest gap between men and women is observed in le Haut-Saint-Laurent, where there are 3.3% more men in the labour force than women.

In the MRCs of Acton, Pierre-De Saurel, les Maskoutains, Rouville, and le Haut-Richelieu, French-speaking men make up more than half of the labour force.

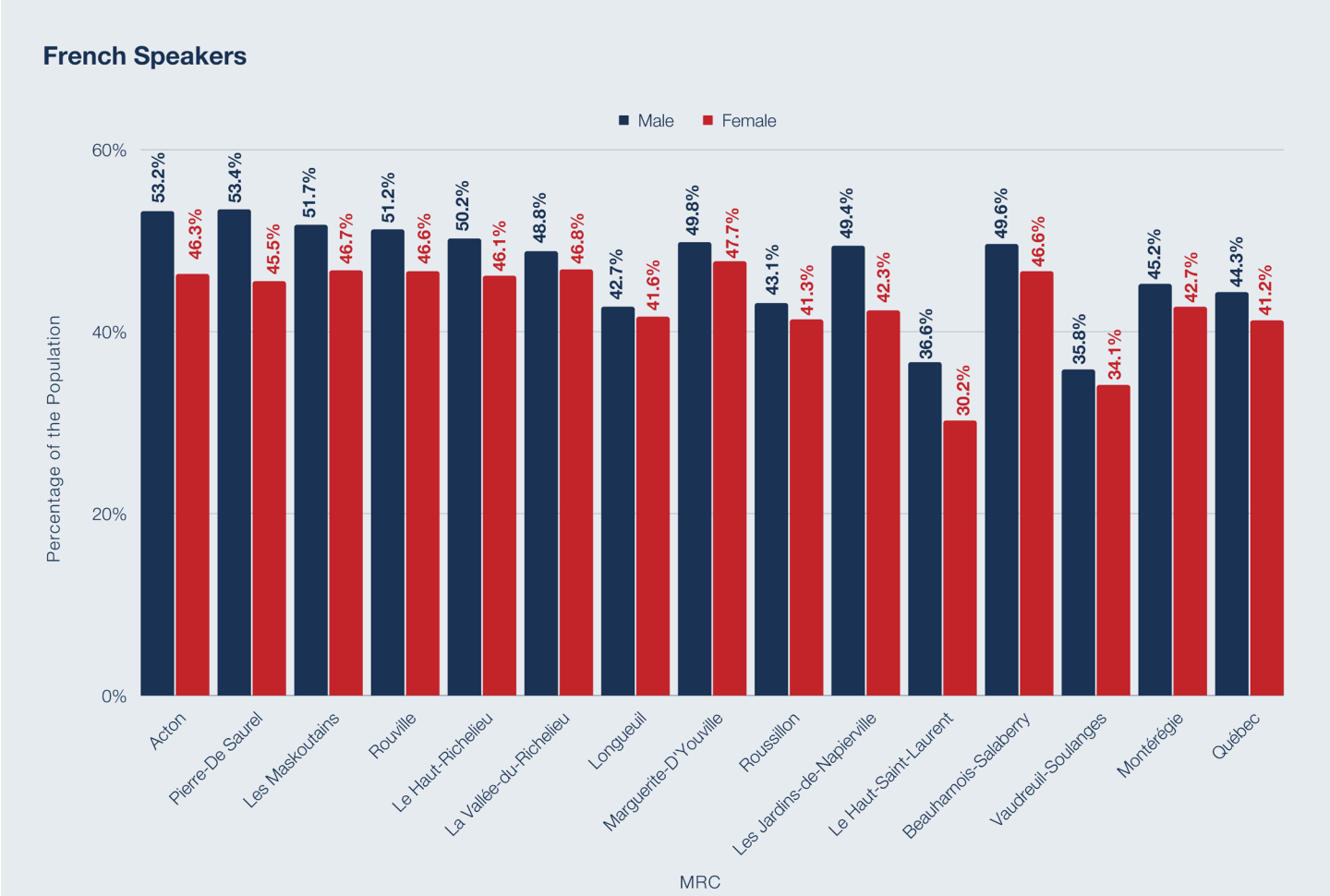
Graph 8a: Sex Structure of Montérégie's Labour Force by MRC



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

LABOUR FORCE

Graph 8b: Sex Structure of Montérégie'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.

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.

UNEMPLOYMENT RATE

English speakers in Montérégie experience an unemployment rate of 7.6%, which is higher than that of both French speakers in the region (5.7%) and the provincial unemployment rate (7.2%).

English speakers in Marguerite-D'Youville experience the lowest unemployment rate of any linguistic group in the region, at 3.9%.

Graph 9: Unemployment Rate in Montérégie by MRC

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

UNEMPLOYMENT RATE

Age Structure of Unemployment Rate

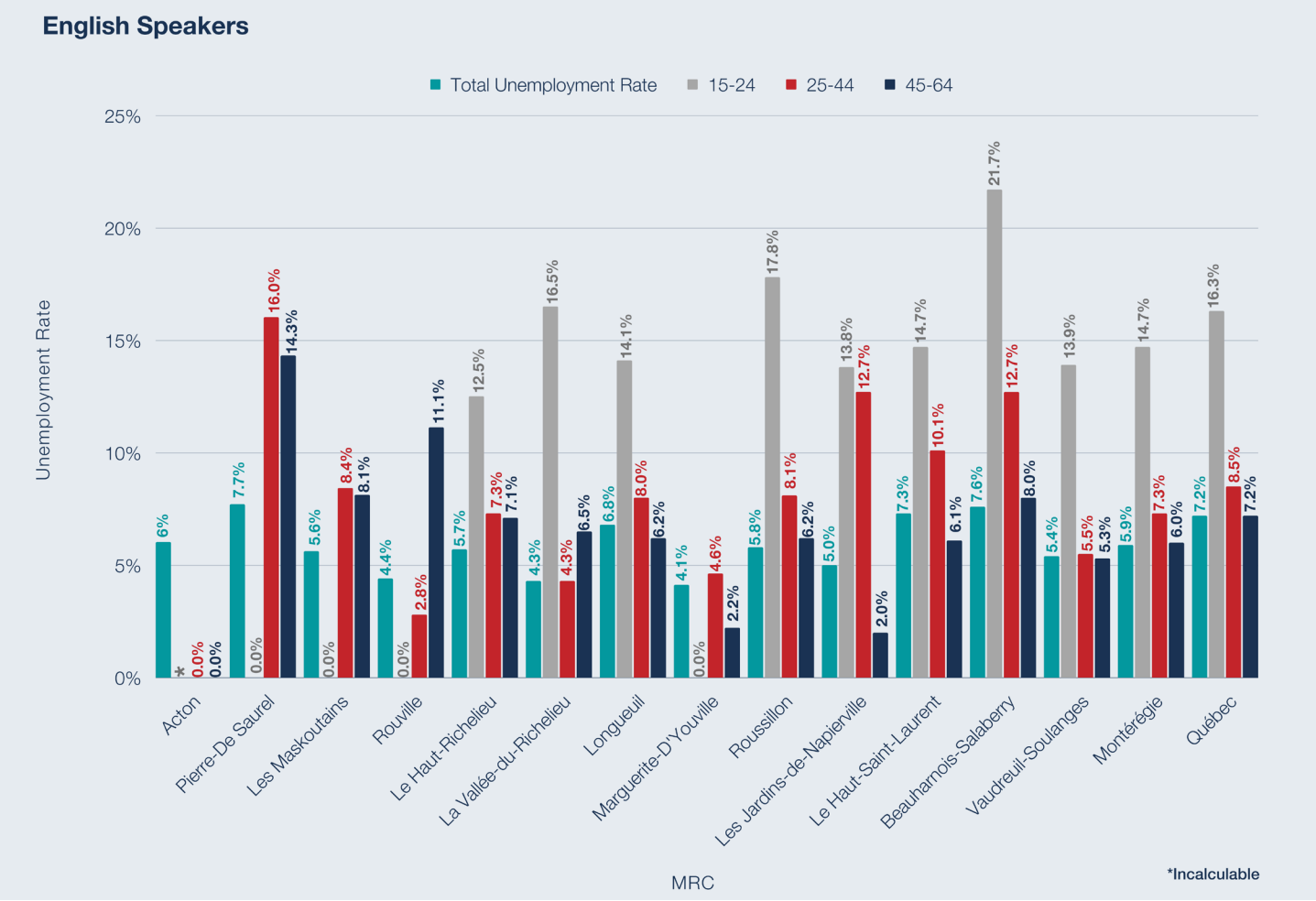
Among English speakers, the unemployment rate decreases as the age range increases, with the result that English speakers aged 45-64 experience the lowest unemployment rate (6%).

English-speaking youth aged 15-24 experience the highest unemployment rate, at 14.7%. Among French-speakers, youth also experience the highest unemployment rate (11.4%), although this is lower than that of English speakers.

In Rouville, English speakers aged 25-44 experience an unusually low unemployment rate (2.8%), especially in comparison to English speakers aged 45-64 in the same region (11.1%). In les Jardins-de-Napierville the inverse occurs: English speakers aged 45-64 experience a low unemployment rate (2%), especially in comparison to English speakers aged 25-44 (12.7%).

English-speaking youth in Beauharnois-Salaberry experience the highest unemployment rate in the region, at 21.7%.

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

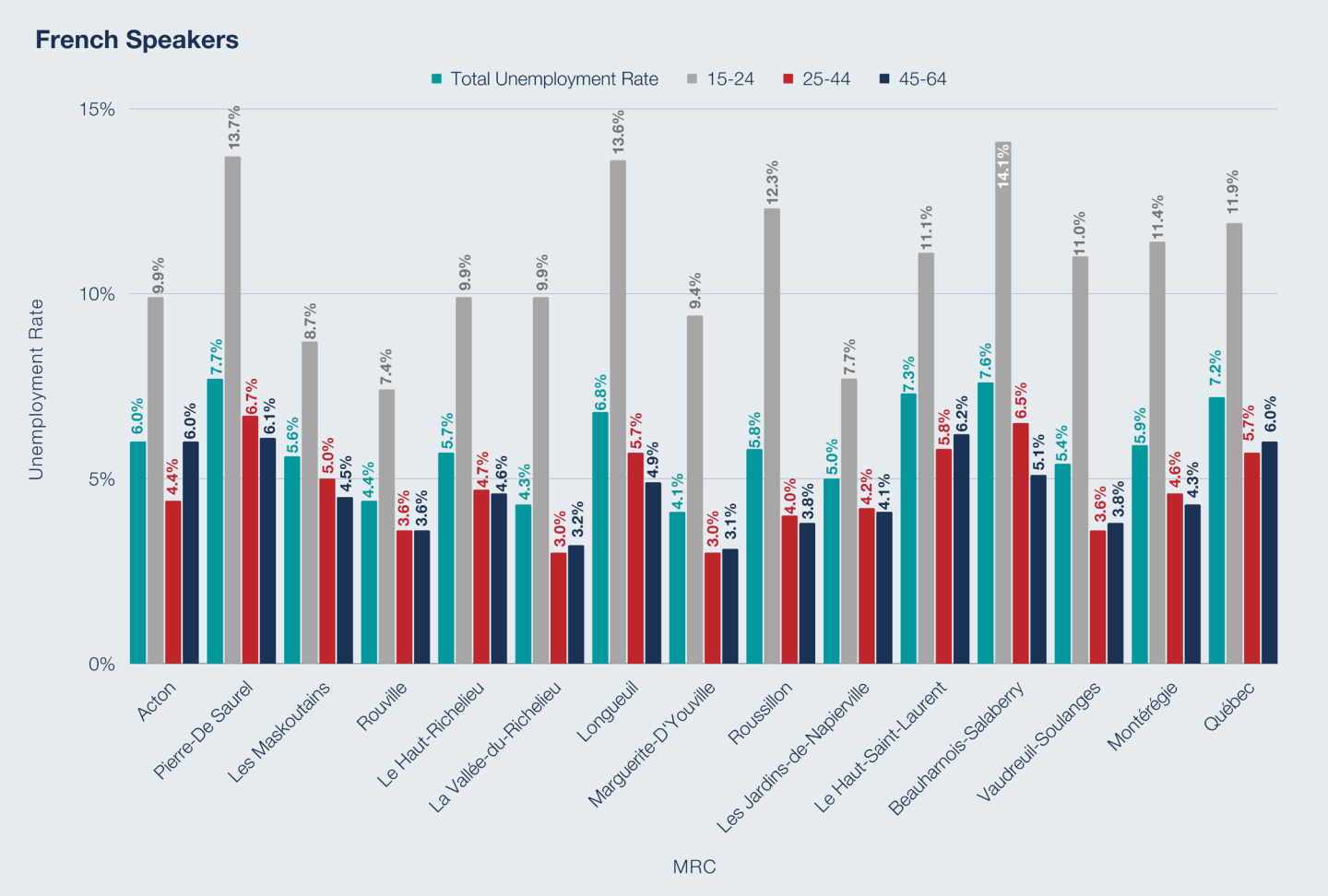


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

*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 Montérégie by MRC



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

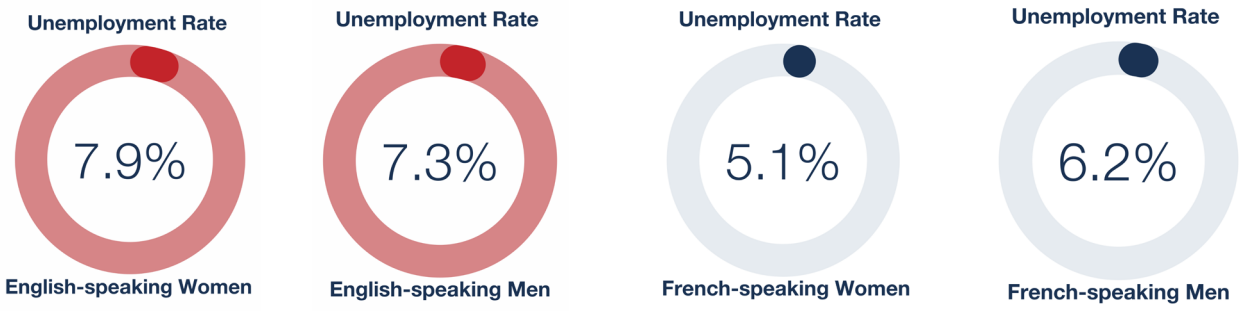
UNEMPLOYMENT RATE

Sex Structure of Unemployment Rate

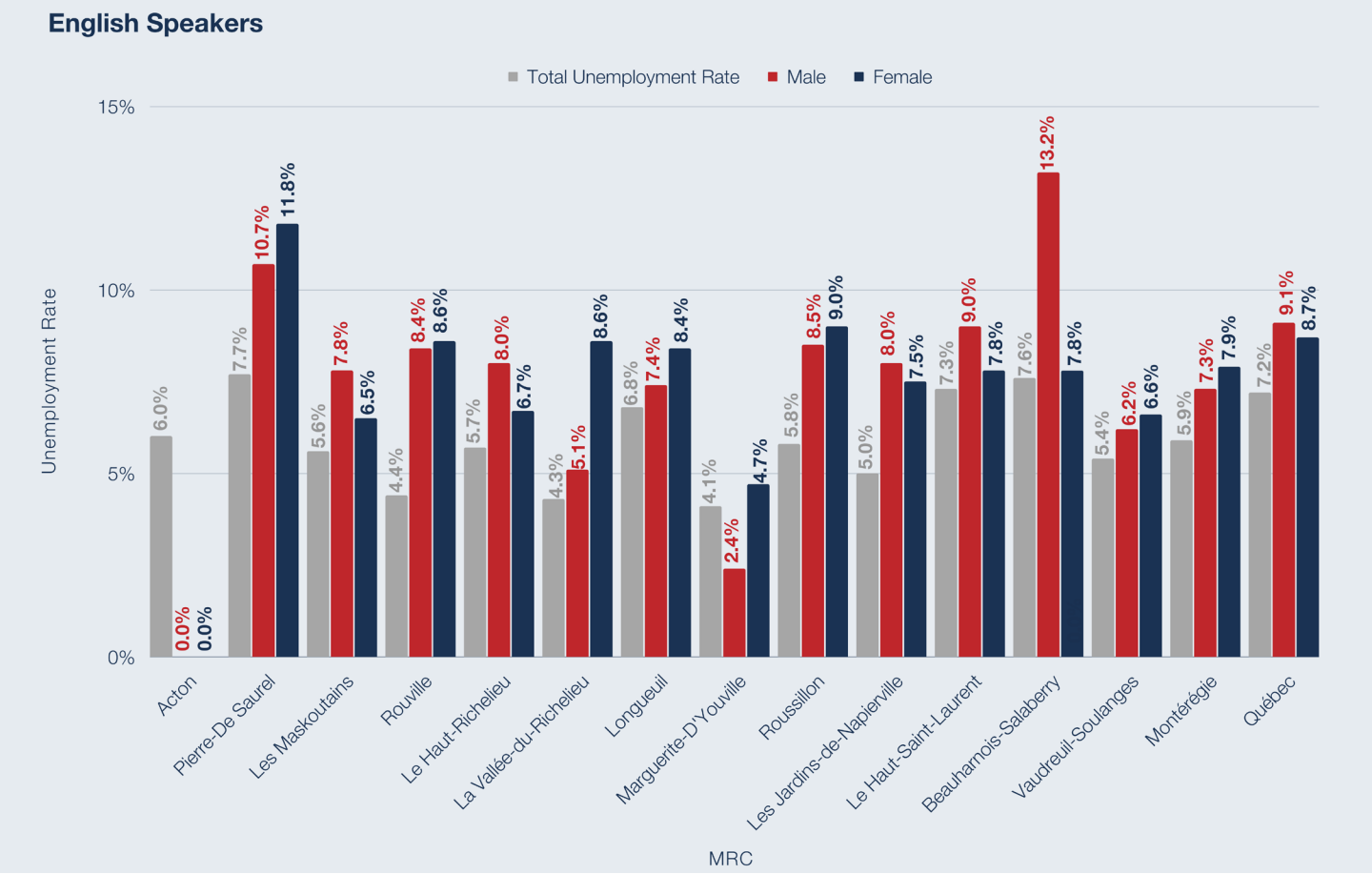
English-speaking women experience a higher unemployment rate than English-speaking men (7.9% compared to 7.3%).

Among French speakers, women experience a lower unemployment rate than men (5.1% compared to 6.2%).

In the MRCs of les Maskoutains, le Haut-Richelieu, les Jardins-de-Napierville, le Haut-Saint-Laurent, and Beauharnois-Salaberry, English-speaking women experience a lower unemployment rate than English-speaking men.



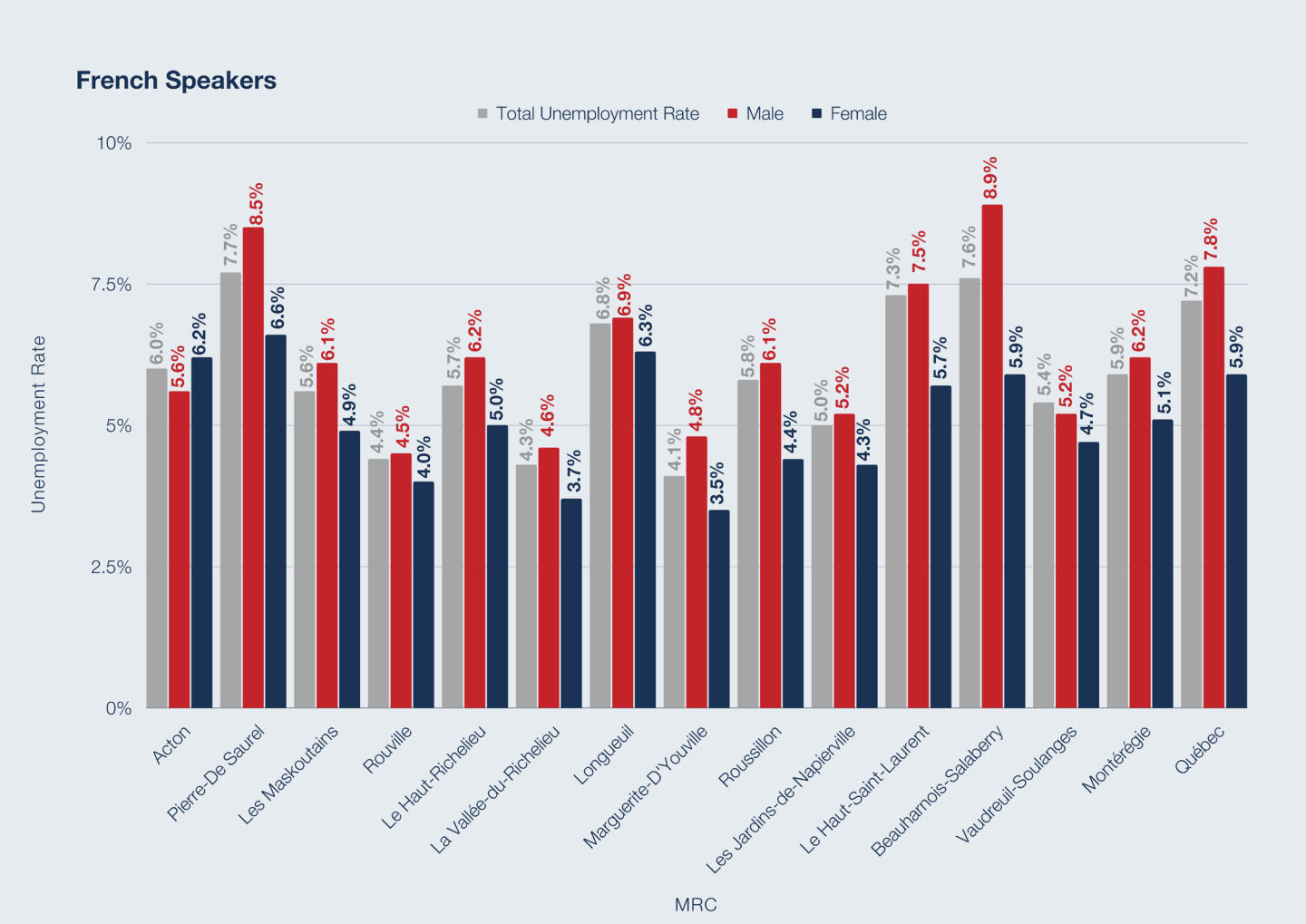
Graph 11a: Sex Structure of Unemployment Rate in Montérégie by MRC



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

UNEMPLOYMENT RATE

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



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

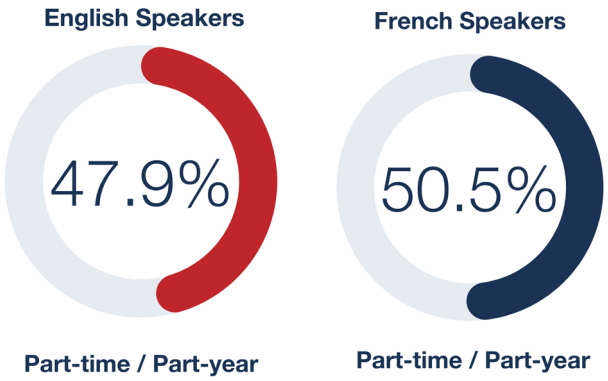
Work Activity

WORK ACTIVITY

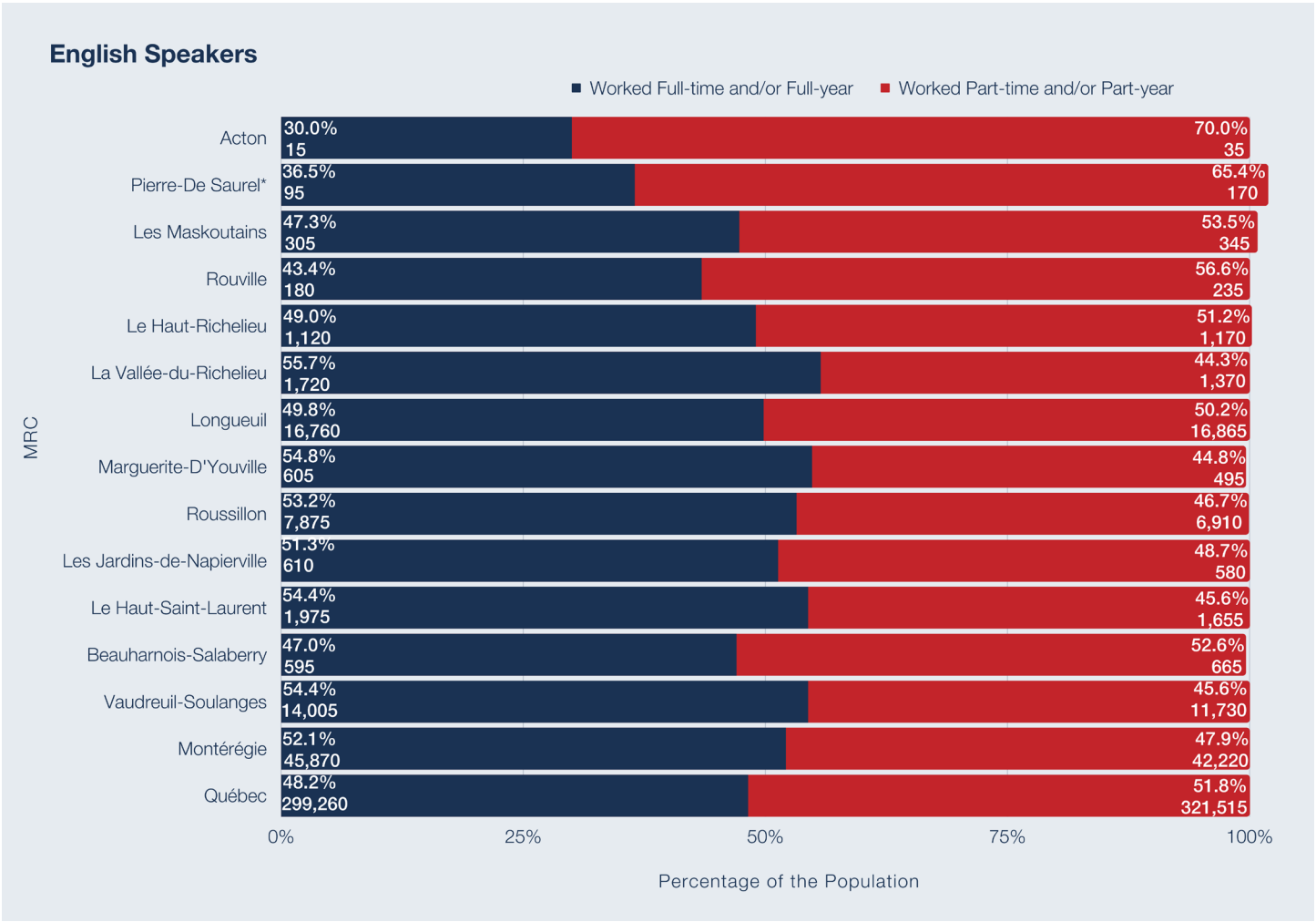
Engagement in Part- and Full-time Work

The majority of English speakers in Montérégie (52.1%) worked full-time, as opposed to part-time. The majority of French speakers in the region (50.5%) worked part-time.

English speakers in la Vallée-du-Richelieu have the highest engagement in full-time work (55.7%).



Graph 12a: Work Activity in Montérégie by MRC

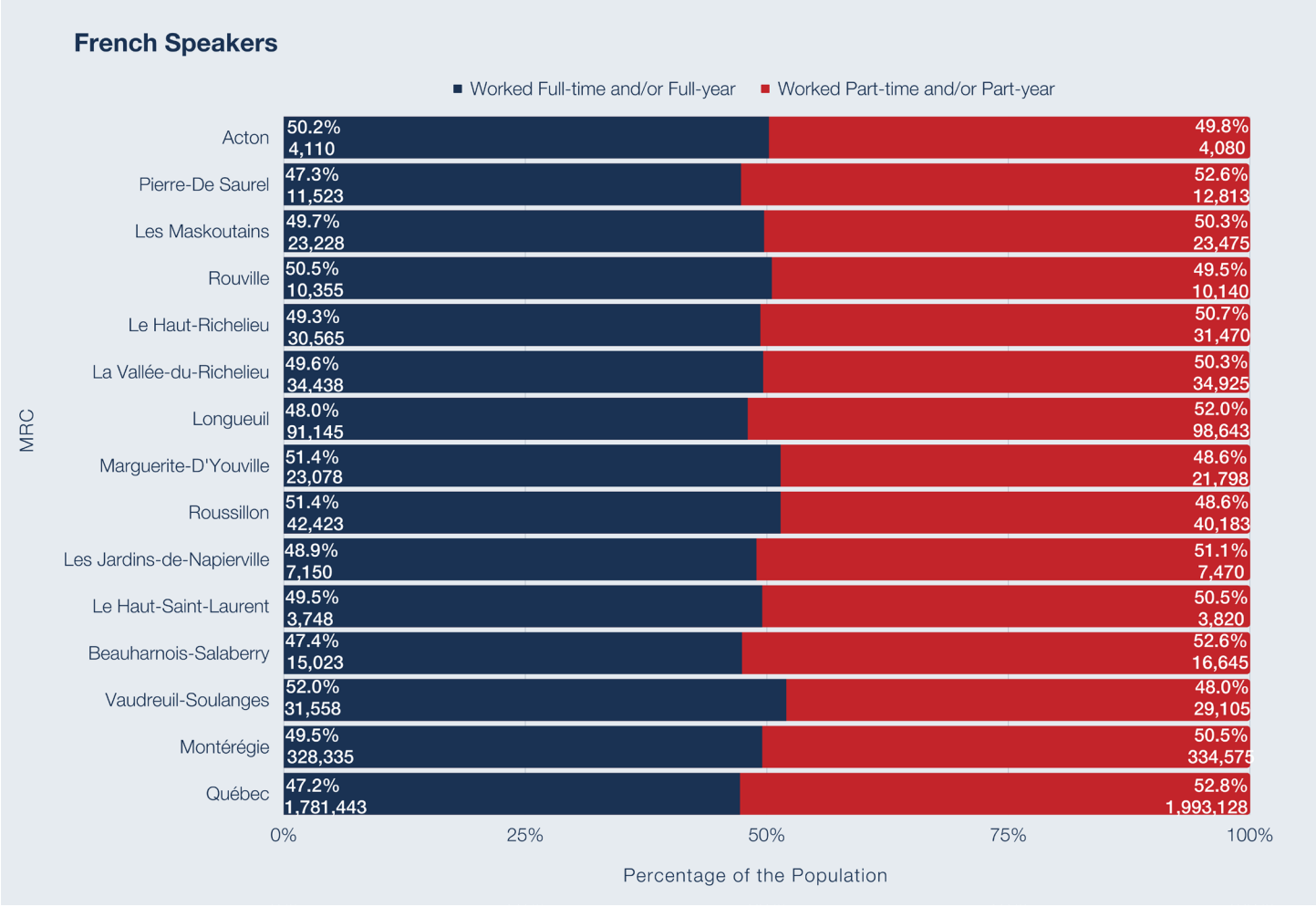


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

*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 Montérégie by MRC



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

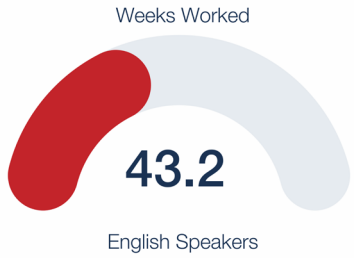
WORK ACTIVITY

Average Weeks Worked

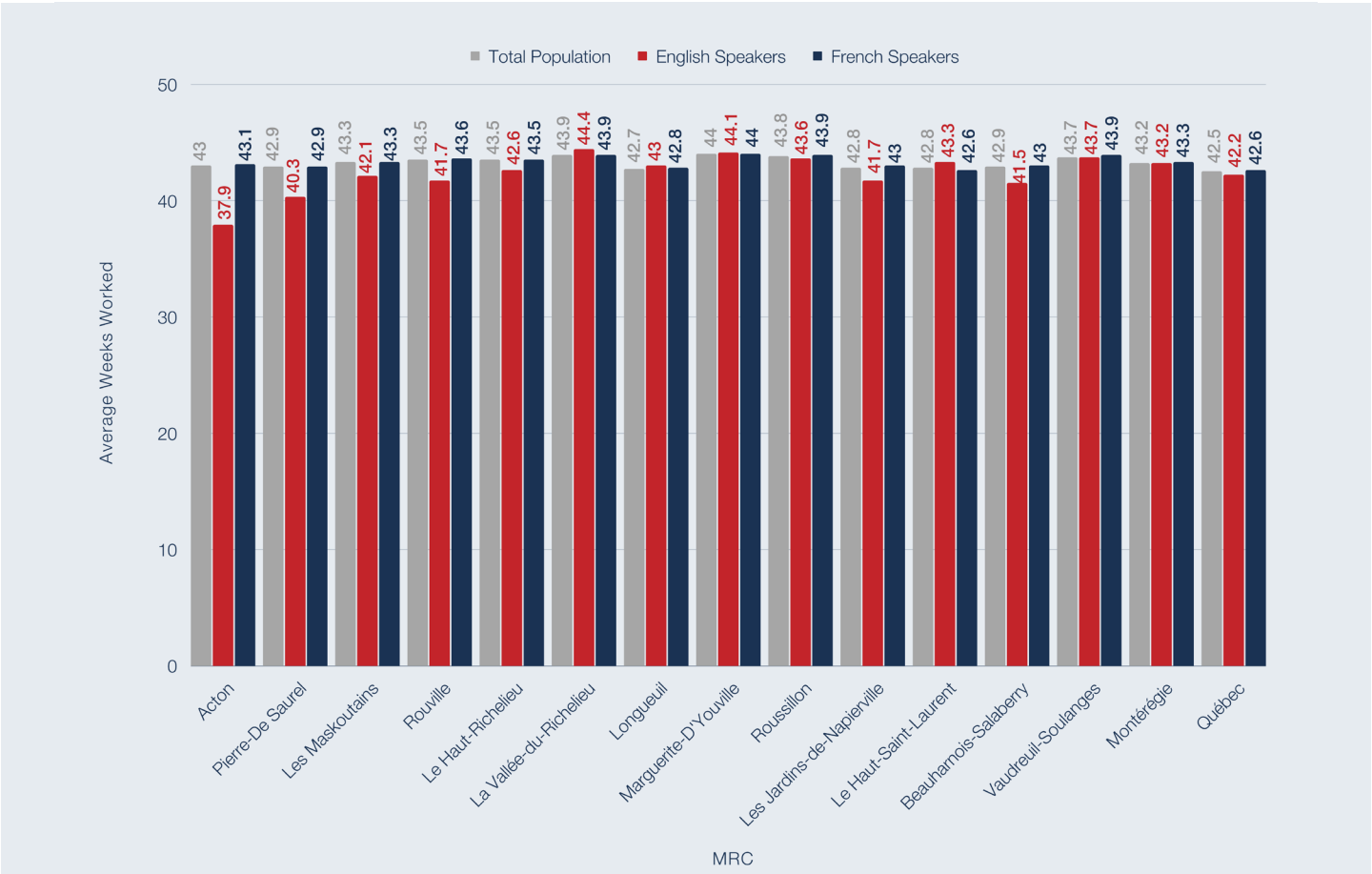
English speakers and French speakers work for almost the exact same average number of weeks per year in Montérégie (43.2 and 43.3, respectively).[10] [11]

English speakers in la Vallée-du-Richelieu work for the highest average number of weeks per year (44.4). This corresponds to their high engagement in full-time work.

Marguerite D'Youville has the highest overall average number of weeks worked per year, at 44.



Graph 13: Average Weeks Worked in Montérégie by MRC



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.

11. In this section, the data for the region of Montérégie includes the MRCs of Brome-Missisquoi and la Haute-Yamaska. These MRCs could not be excluded 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. [12] [13]

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.

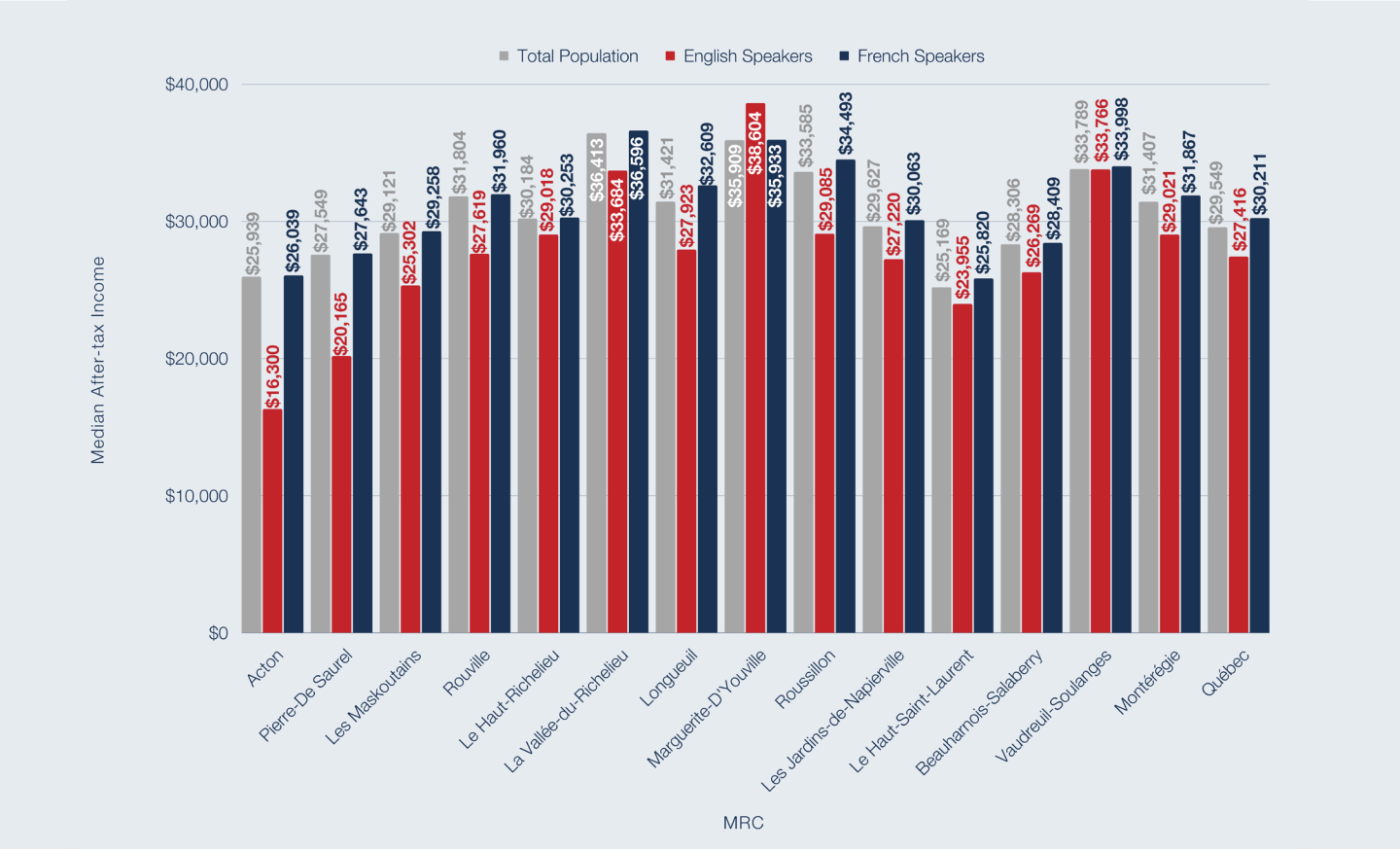
English speakers earn a lower median after-tax income than French speakers in Montérégie ($29,021 compared to $31,867).

English speakers in Marguerite-D'Youville earn the highest median after-tax income ($38,604) in the region. This is the only MRC where English speakers earn more than French speakers (by approximately $2,700).

In Acton, Pierre-De Saurel, Rouville, Longueuil, and Roussillon, English speakers earn at least $4,000 less than French speakers.

English speakers in Acton earn an income roughly $9,700 less than French speakers ($16,300 compared to $26,039).

Graph 14: Median After-tax Income in Montérégie by MRC



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

12. 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.

13. In this section, the data for the region of Montérégie includes the MRCs of Brome-Missisquoi and la Haute-Yamaska. These MRCs could not be excluded due to limitations on the data available..

Education

EDUCATION

Educational Attainment

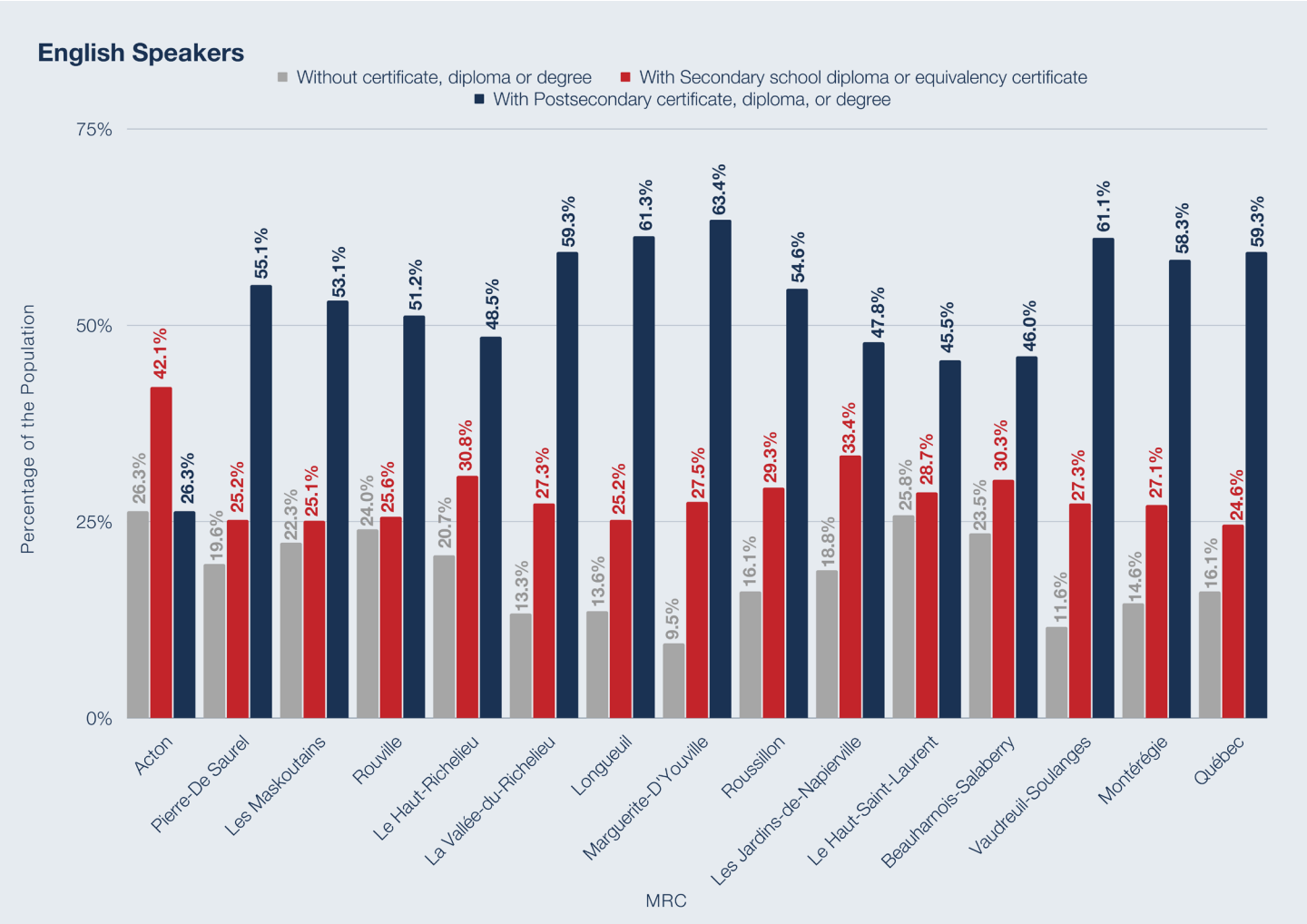
In most developed countries, employment, earnings, and labour productivity rise with educational attainment. Education provides the skills and training that are useful for labour market entry and advancement. In Québec, French is taught within the primary and secondary education systems, providing the 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 and French speakers in Montérégie have similar levels of postsecondary attainment. 58.3% of English speakers have a postsecondary certificate, diploma, or degree, compared to 57.9% of French speakers.

Among English speakers, individuals in Marguerite-D'Youville have the highest rates of postsecondary attainment (63.4%).

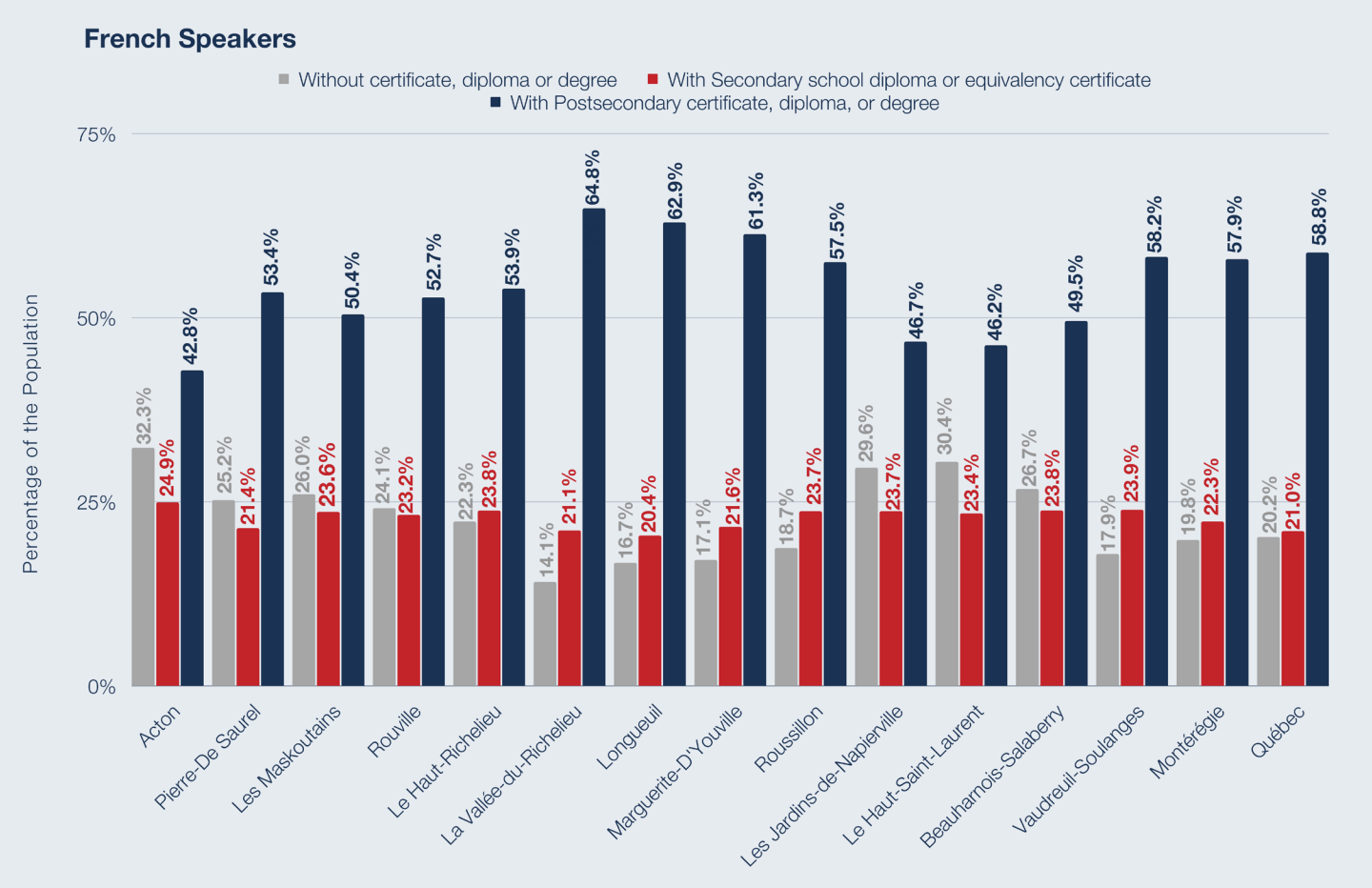
Graph 15a: Educational Attainment in Montérégie by MRC



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

EDUCATION

Graph 15b: Educational Attainment in Montérégie by MRC



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

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