

Participation of English-speaking Canadians in the Federal Civil Service in Quebec (outside of the National Capital Region)

Official Languages Act

PART VI

Participation of English-speaking and French-speaking Canadians

39 (1) The Government of Canada is committed to ensuring that

- (a) English-speaking Canadians and French-speaking Canadians, without regard to their ethnic origin or first language learned, have equal opportunities to obtain employment and advancement in federal institutions; and
- (b) the composition of the work-force of federal institutions tends to reflect the presence of both the official language communities of Canada, taking into account the characteristics of individual institutions, including their mandates, the public they serve and their location.

Employment Opportunities

(2) In carrying out the commitment of the Government of Canada under subsection (1), federal institutions shall ensure that employment opportunities are open to both English-speaking Canadians and French-speaking Canadians, taking due account of the purposes and provisions of Parts IV and V in relation to the appointment and advancement of officers and employees by those institutions and the determination of the terms and conditions of their employment.

Source: 2017-2018 Annual Report on Official Languages, Official Languages Centre of Excellence, Treasury Board of Canada Secretariat

Participation of Anglophones and Francophones in the core public administration, in the Province of Quebec (excluding the National Capital Region), 2018

Institutions	Province, territory or region	Anglophones		Francophones		Total	
		Count	%	Count	%		
ATS	Administrative Tribunals Support Service of Canada	Quebec (Excluding NCR)	-	0.0%	8	100.0%	8
CSW	Status of Women Canada	Quebec (Excluding NCR)	-	0.0%	2	100.0%	2
EAA	Canadian Environmental Assessment Agency	Quebec (Excluding NCR)	-	0.0%	12	100.0%	12
GGS	Office of the Governor General's Secretary	Quebec (Excluding NCR)	-	0.0%	2	100.0%	2
HRC	Canadian Human Rights Commission	Quebec (Excluding NCR)	-	0.0%	3	100.0%	3
IAN	Crown-Indigenous Relations and Northern Affairs	Quebec (Excluding NCR)	2	1.2%	163	98.8%	165
PEN	Correctional Service Canada	Quebec (Excluding NCR)	120	3.3%	3,512	96.7%	3,632
FRD	Economic Development Agency of Canada for the Regions of Quebec	Quebec (Excluding NCR)	9	3.3%	261	96.7%	270
NPB	Parole Board of Canada	Quebec (Excluding NCR)	2	3.7%	52	96.3%	54
DND	National Defence	Quebec (Excluding NCR)	165	6.1%	2,520	93.9%	2,685
SVC	Public Services and Procurement Canada	Quebec (Excluding NCR)	70	6.2%	1,060	93.8%	1,130
DFO	Fisheries and Oceans Canada	Quebec (Excluding NCR)	81	6.2%	1,220	93.8%	1,301
EXT	Global Affairs Canada	Quebec (Excluding NCR)	1	6.3%	15	93.8%	16
AGR	Agriculture and Agri-Food Canada	Quebec (Excluding NCR)	29	6.8%	399	93.2%	428
PPD	Public Prosecution Service of Canada	Quebec (Excluding NCR)	6	6.9%	81	93.1%	87
RCMP	Royal Canadian Mounted Police (Civilian Staff)	Quebec (Excluding NCR)	20	7.7%	239	92.3%	259
PSP	Public Safety Canada	Quebec (Excluding NCR)	2	10.0%	18	90.0%	20
CSD	Employment and Social Development Canada	Quebec (Excluding NCR)	347	10.2%	3,056	89.8%	3,403
JUS	Department of Justice Canada	Quebec (Excluding NCR)	33	10.7%	274	89.3%	307
DUS	Innovation, Science and Economic Development Canada	Quebec (Excluding NCR)	26	11.1%	209	88.9%	235
NHW	Health Canada	Quebec (Excluding NCR)	53	11.8%	397	88.2%	450
MOT	Transport Canada	Quebec (Excluding NCR)	63	12.0%	461	88.0%	524
DVA	Veterans Affairs Canada	Quebec (Excluding NCR)	29	12.1%	211	87.9%	240
GSS	Shared Services Canada	Quebec (Excluding NCR)	49	13.3%	319	86.7%	368
TSB	Transportation Safety Board of Canada	Quebec (Excluding NCR)	2	13.3%	13	86.7%	15
PCH	Canadian Heritage	Quebec (Excluding NCR)	9	15.3%	50	84.7%	59
RSN	Natural Resources Canada	Quebec (Excluding NCR)	63	16.1%	329	83.9%	392
AHS	Public Health Agency of Canada	Quebec (Excluding NCR)	10	16.4%	51	83.6%	61
CAJ	Courts Administration Service	Quebec (Excluding NCR)	7	16.7%	35	83.3%	42
DOE	Environment and Climate Change Canada	Quebec (Excluding NCR)	138	17.5%	650	82.5%	788
STC	Statistics Canada	Quebec (Excluding NCR)	14	18.4%	62	81.6%	76
IRB	Immigration and Refugee Board of Canada	Quebec (Excluding NCR)	35	19.9%	141	80.1%	176
INF	Infrastructure Canada	Quebec (Excluding NCR)	2	20.0%	8	80.0%	10
BSF	Canada Border Services Agency	Quebec (Excluding NCR)	422	20.3%	1,654	79.7%	2,076
CES	Canada School of Public Service	Quebec (Excluding NCR)	3	21.4%	11	78.6%	14
CGC	Canadian Grain Commission	Quebec (Excluding NCR)	9	25.0%	27	75.0%	36
RTC	Canadian Radio-television and Telecommunications Commission	Quebec (Excluding NCR)	1	25.0%	3	75.0%	4
CSA	Canadian Space Agency	Quebec (Excluding NCR)	143	27.0%	385	72.6%	530
IMC	Immigration, Refugees and Citizenship Canada	Quebec (Excluding NCR)	142	27.3%	378	72.7%	520
PSC	Public Service Commission of Canada	Quebec (Excluding NCR)	13	35.1%	24	64.9%	37
COL	Office of the Commissioner of Official Languages	Quebec (Excluding NCR)	3	75.0%	1	25.0%	4

Participation of Anglophones and Francophones in institutions not part of the core public administration, in the province of Quebec (excluding the National Capital Region), 2018

Institution	Province, territory or region	Anglophones	Francophones	Total	
CSB	Canadian Centre on Substance Abuse	Quebec (excluding NCR) / Québec (sauf RCN)	1	100.0%	1
FCC	Farm Credit Canada	Quebec (excluding NCR) / Québec (sauf RCN)	-	0.0%	127
PAG	Great Lakes Pilotage Authority Canada	Quebec (excluding NCR) / Québec (sauf RCN)	17	100.0%	17
ENR	National Energy Board	Quebec (excluding NCR) / Québec (sauf RCN)	4	100.0%	4
YQB	Quebec Airport Inc.	Quebec (excluding NCR) / Québec (sauf RCN)	193	100.0%	193
SGN	Saguenay Port Authority	Quebec (excluding NCR) / Québec (sauf RCN)	7	100.0%	7
TRR	Trois-Rivières Port Authority	Quebec (excluding NCR) / Québec (sauf RCN)	13	100.0%	13
NBC	National Battlefields Commission	Quebec (excluding NCR) / Québec (sauf RCN)	1	0.9%	114
QBC	Quebec Port Authority	Quebec (excluding NCR) / Québec (sauf RCN)	1	1.2%	84
APM	Montreal Port Authority	Quebec (excluding NCR) / Québec (sauf RCN)	18	1.8%	992
DCL	Defence Construction Canada	Quebec (excluding NCR) / Québec (sauf RCN)	3	1.9%	155
PAL	Laurentian Pilotage Authority Canada	Quebec (excluding NCR) / Québec (sauf RCN)	1	2.0%	48
SLS	The St-Lawrence Seaway Management Corporation	Quebec (excluding NCR) / Québec (sauf RCN)	4	2.1%	173
CLC	Canada Lands Company Limited	Quebec (excluding NCR) / Québec (sauf RCN)	9	2.8%	308
CAP	Parks Canada Agency	Quebec (excluding NCR) / Québec (sauf RCN)	23	3.9%	572
CCB	Jacques Cartier and Champlain Bridges	Quebec (excluding NCR) / Québec (sauf RCN)	7	4.1%	164
ICA	Canadian Food Inspection Agency	Quebec (excluding NCR) / Québec (sauf RCN)	47	4.3%	1,041
FPF	Canadian Forces Morale and Welfare Services	Quebec (excluding NCR) / Québec (sauf RCN)	30	5.3%	540
CBC	Canadian Broadcasting Corporation	Quebec (excluding NCR) / Québec (sauf RCN)	174	5.4%	3,033
AUD	Office of the Auditor General of Canada	Quebec (excluding NCR) / Québec (sauf RCN)	1	5.6%	17
NAV	NAV CANADA	Quebec (excluding NCR) / Québec (sauf RCN)	44	8.9%	452
CPO	Canada Post Corporation	Quebec (excluding NCR) / Québec (sauf RCN)	1,106	10.1%	9,832
GRM	Royal Canadian Mounted Police	Quebec (excluding NCR) / Québec (sauf RCN)	123	10.8%	1,017
SYT	Statistical Survey Operations	Quebec (excluding NCR) / Québec (sauf RCN)	32	11.8%	240
CMH	Canada Mortgage and Housing Corporation	Quebec (excluding NCR) / Québec (sauf RCN)	27	12.3%	193
NAR	Canada Revenue Agency	Quebec (excluding NCR) / Québec (sauf RCN)	691	12.6%	4,772
STL	Sept-Îles Port Authority	Quebec (excluding NCR) / Québec (sauf RCN)	2	13.3%	13
FDC	Telefilm Canada	Quebec (excluding NCR) / Québec (sauf RCN)	20	15.5%	109
BNK	Bank of Canada	Quebec (excluding NCR) / Québec (sauf RCN)	8	16.3%	41
DND	National Defence / (Canadian Armed Forces personnel)	Quebec (excluding NCR) / Québec (sauf RCN)	2,158	20.5%	8,359
NFB	National Film Board	Quebec (excluding NCR) / Québec (sauf RCN)	72	21.2%	268
VIA	VIA Rail Canada Inc.	Quebec (excluding NCR) / Québec (sauf RCN)	355	21.6%	1,285
FBD	Business Development Bank of Canada	Quebec (excluding NCR) / Québec (sauf RCN)	244	22.3%	850
CFC	Financial Transactions and Reports and Analysis Centre of Canada	Quebec (excluding NCR) / Québec (sauf RCN)	3	23.1%	10
NRC	National Research Council Canada	Quebec (excluding NCR) / Québec (sauf RCN)	152	24.4%	472
NSE	Natural Sciences and Engineering Research Council of Canada	Quebec (excluding NCR) / Québec (sauf RCN)	1	25.0%	3
SIF	Office of the Superintendent of Financial Institutions Canada	Quebec (excluding NCR) / Québec (sauf RCN)	6	30.0%	14
EDC	Export Development Canada	Quebec (excluding NCR) / Québec (sauf RCN)	22	30.1%	51
CSN	Canadian Nuclear Safety Commission	Quebec (excluding NCR) / Québec (sauf RCN)	2	33.3%	4
CNR	Canadian National Railway Company	Quebec (excluding NCR) / Québec (sauf RCN)	1,579	39.1%	2,462
AIR	Air Canada	Quebec (excluding NCR) / Québec (sauf RCN)	3,971	58.2%	2,855
MAI	Marine Atlantic Inc	Quebec (excluding NCR) / Québec (sauf RCN)	2	100.0%	-
CHR	Polar Knowledge Canada	Quebec (excluding NCR) / Québec (sauf RCN)	1	100.0%	-

EXAMPLES OF QUESTIONS THAT CAN BE ASKED

English-speaking Community of Quebec (ESCQ)

Theme 1: Positive measures - fostering the full recognition and use of English and French in Canadian society

- How can your federal institution contribute to enhancing the value of the English language within the federal public service in Quebec?
 - Do you have any examples of positive measures to share from your federal institution? Please explain.
- What messages should be promoted to better understand the ESCQ of today?
 - Bridging the gap between the two communities in Quebec: Francophone majority and English-speaking minority.
- What are potential opportunities for innovation in taking positive measures to enhance the vitality of the English-speaking Community of Quebec?

Theme 2: Clarifying part VI

- How can we better collaborate and identify activities with ESCQ for encouraging/engaging youth to apply for jobs in the federal public service?
 - What kind of mechanisms could we put in place?
- How could the Government of Canada improve the employability of English-speaking youth of Quebec to apply for federal public service positions?
 - Do you have success stories to share?
 - How could we better promote among the youth the jobs available in the federal government? Is it through more career fairs, information sessions, awareness campaigns addressing linguistic insecurity and demystifying the language requirements in public service?
- What are the main challenges and obstacles that the ESCQ face when looking for a job? Do federal institutions also face barriers to hire youth from the ESCQ?
- What is the best way to increase the number of internships for students from the ESCQ within the Quebec regional offices?