Employment Profile of English Speakers in Gaspésie-Îles-de-la-Madeleine

Provincial Employment Roundtable (PERT)

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ACKNOWLEDGEMENTS

EXECUTIVE SUMMARY

This profile aims to contribute to the knowledge and understanding of the employment issues faced by Gaspésie-Îles-de-la-Madeleine'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 Gaspésie-Îles-de-la-Madeleine'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:

- There are 8,785 English speakers in Gaspésie-Îles-de-la-Madeleine who represent 10% of the region's population of 88,130.

- There are two Mi'kmaw First Nation reserves, Gesgapegiag and Listuguj, located within the geographical territory of Avignon. Approximately 70% of English speakers in Avignon reported their identity as Mi'gmaq.

- English speakers in Gaspésie-Îles-de-la-Madeleine have lower representation in the labour force than they do in the total population (8.7% versus 10%), which is common across resource-oriented regions.

- The unemployment rate in the region is more than double the provincial unemployment rate (15.3% versus 7.2%). The unemployment rate among English speakers is higher, at 22.1%.

- English speakers in the MRC of Avignon experience the highest unemployment rate, at 30.7%.

- Youth experience the highest unemployment rate of any age group in Gaspésie-Îles-de-la-Madeleine. English-speaking youth experience an unemployment rate nearly double that of French-speaking youth (30.5% compared to 16.2%)

- English-speaking men experience the highest unemployment rates of any sex-linguistic group in Gaspésie-Îles-de-la-Madeleine (28.3%). French-speaking women experience the lowest unemployment rates in the region (10.1%).

- Gaspésie-Îles-de-la-Madeleine has the highest rate of engagement in part-time work of any region in the province.

- English speakers tend to have a higher engagement in part-time work (versus full-time work) compared to French speakers; 68.5% of English speakers and 65.9% of French speakers work part-time.

- There is a high number of part-time and/or seasonal industries in the region such as fishing and tourism. Seasonal lay-offs from industries such as fishing and forestry have developed into a common aspect of work life in Gaspésie-Îles-de-la-Madeleine. This has had a considerable impact on workers' economic security, income, and increased the use of Employment Insurance benefits in the region.

- English speakers in Gaspésie-Îles-de-la-Madeleine earn a significantly lower median after-tax income than French speakers ($23,479 versus $26,394).

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

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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

10%
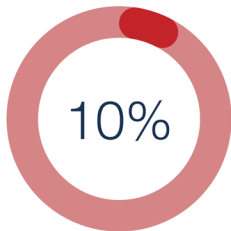
Gaspésie-Îles-de-la-Madeleine

The population of Gaspésie-Îles-de-la-Madeleine is estimated to be 88,130 individuals, making it one of the smallest regional populations in Québec.

There are 8,785 English speakers in Gaspésie-Îles-de-la-Madeleine, representing 10% of the region's total population.

English speakers are spread out across the region. There are larger concentrations of English speakers in Avignon, Bonaventure, and La Côte-de-Gaspé.

There are two Mi'kmaw First Nation reserves, Gesgapegiag and Listuguj, located within the geographical territory of Avignon.

Approximately 70% of English speakers in Avignon reported their identity as Mi'gmaq.

Graph 1: Total Population of Gaspésie-Îles-de-la-Madeleine by MRC
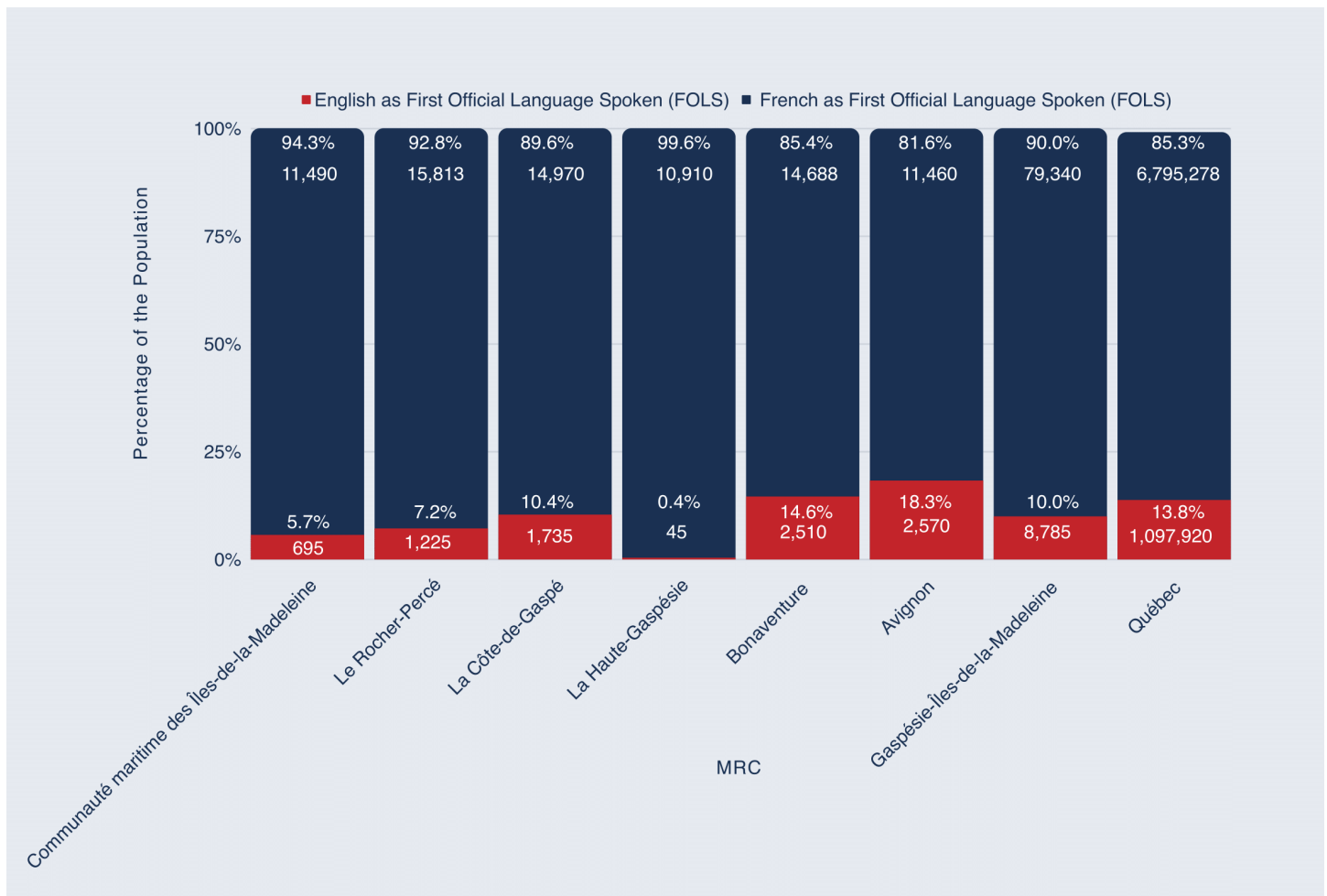
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

POPULATION

Age Structure of Population

Across both English-speaking and French-speaking communities in Gaspésie-Îles-de-la-Madeleine, 45-64 is the majority age group.

In Haute-Gaspésie, the percentage of English speakers aged 15-24 and 25-44 is 0%. However, due to a small population sample size, this figure may not be representative of the English-speaking population in this community.

Graph 2a: Age Structure of Gaspésie-Îles-de-la-Madeleine's Population by MRC
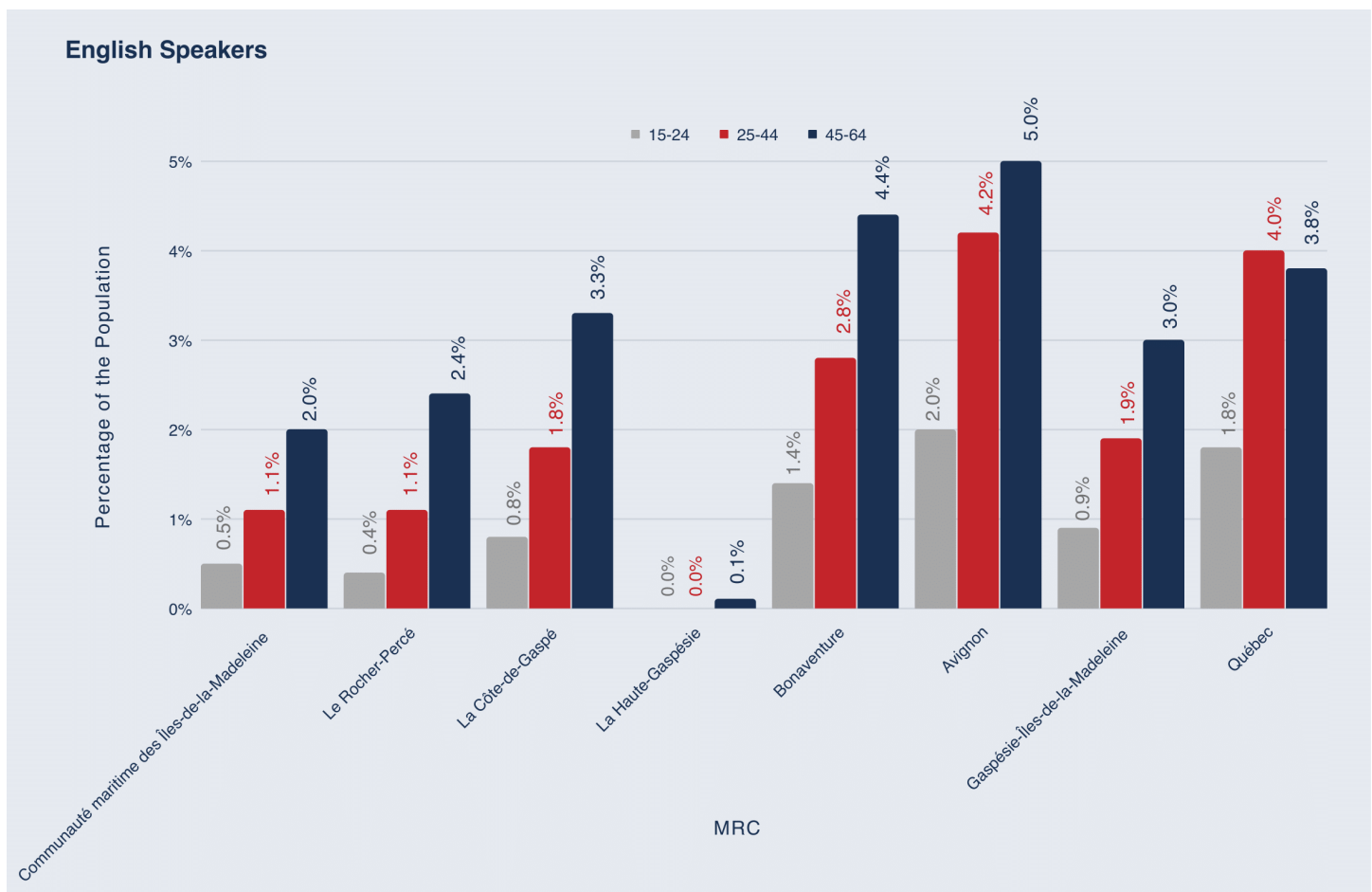
English Speakers

Legend: 15-24, 25-44, 45-64

MRC	15-24	25-44	45-64
Communauté maritime des Îles-de-la-Madeleine	0.5%	1.1%	2.0%
Le Rocher-Percé	0.4%	1.1%	2.4%
La Côte-de-Gaspé	0.8%	1.8%	3.3%
La Haute-Gaspésie	0.0%	0.0%	0.1%
Bonaventure	1.4%	2.8%	4.4%
Avignon	2.0%	4.2%	5.0%
Gaspésie-Îles-de-la-Madeleine	0.9%	1.9%	3.0%
Québec	1.8%	4.0%	3.8%

Percentage of the Population (y-axis); MRC (x-axis)

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

POPULATION

Graph 2b: Age Structure of Gaspésie-Îles-de-la-Madeleine's Population by MRC
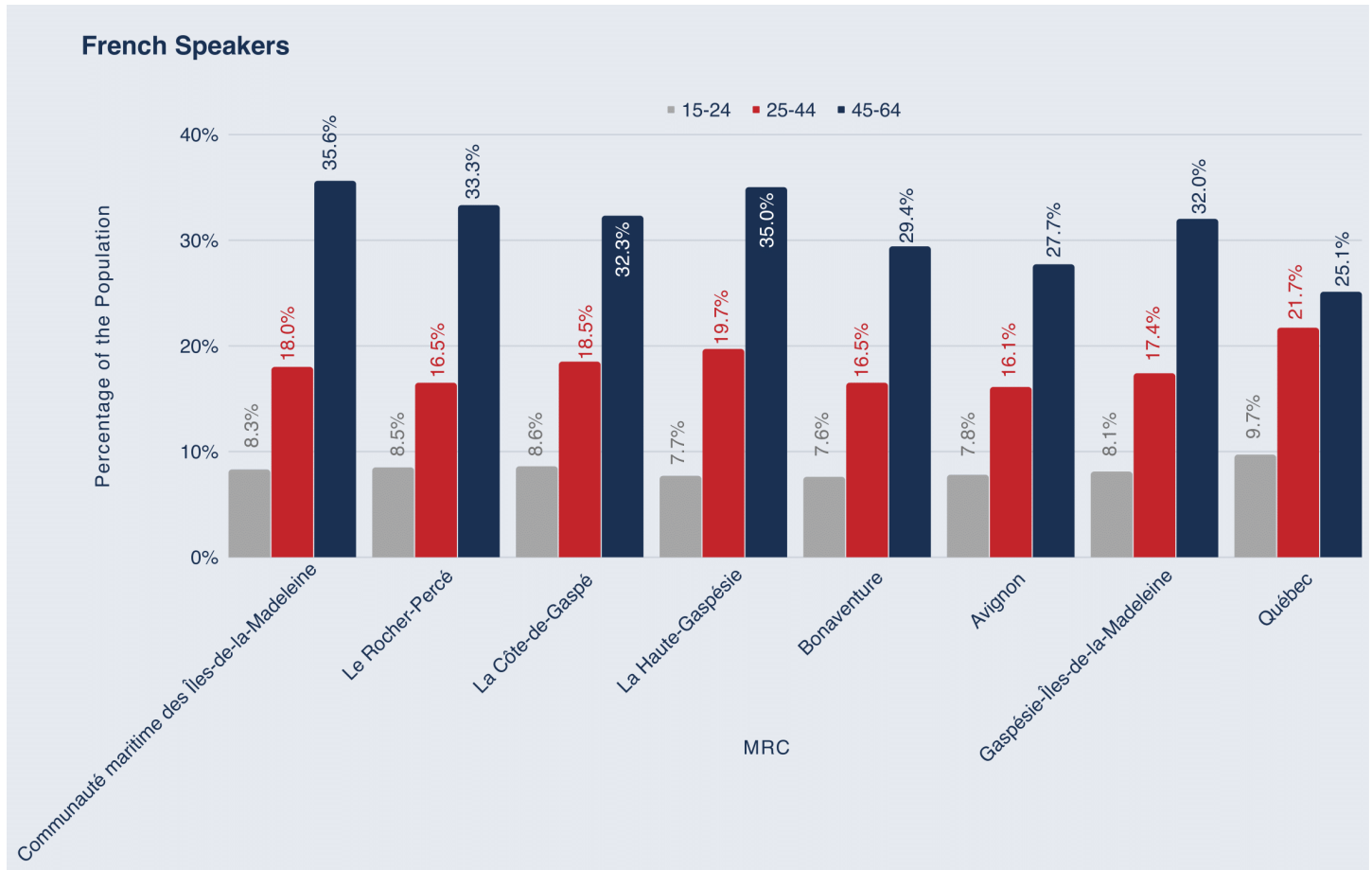
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

POPULATION

Sex Structure of Population

Across Gaspésie-Îles-de-la-Madeleine, women tend to be the majority sex group among both English and French speakers. The exception is the Communauté maritime des Îles-de-la-Madeleine, where there are more English-speaking men than English-speaking women.

Among French speakers in Communauté maritime des Îles-de-la-Madeleine, there are 2.7% more women than men (the widest gap observed between men and women in the region).

Graph 3: Sex Structure of Gaspésie-Îles-de-la-Madeleine's Population by MRC
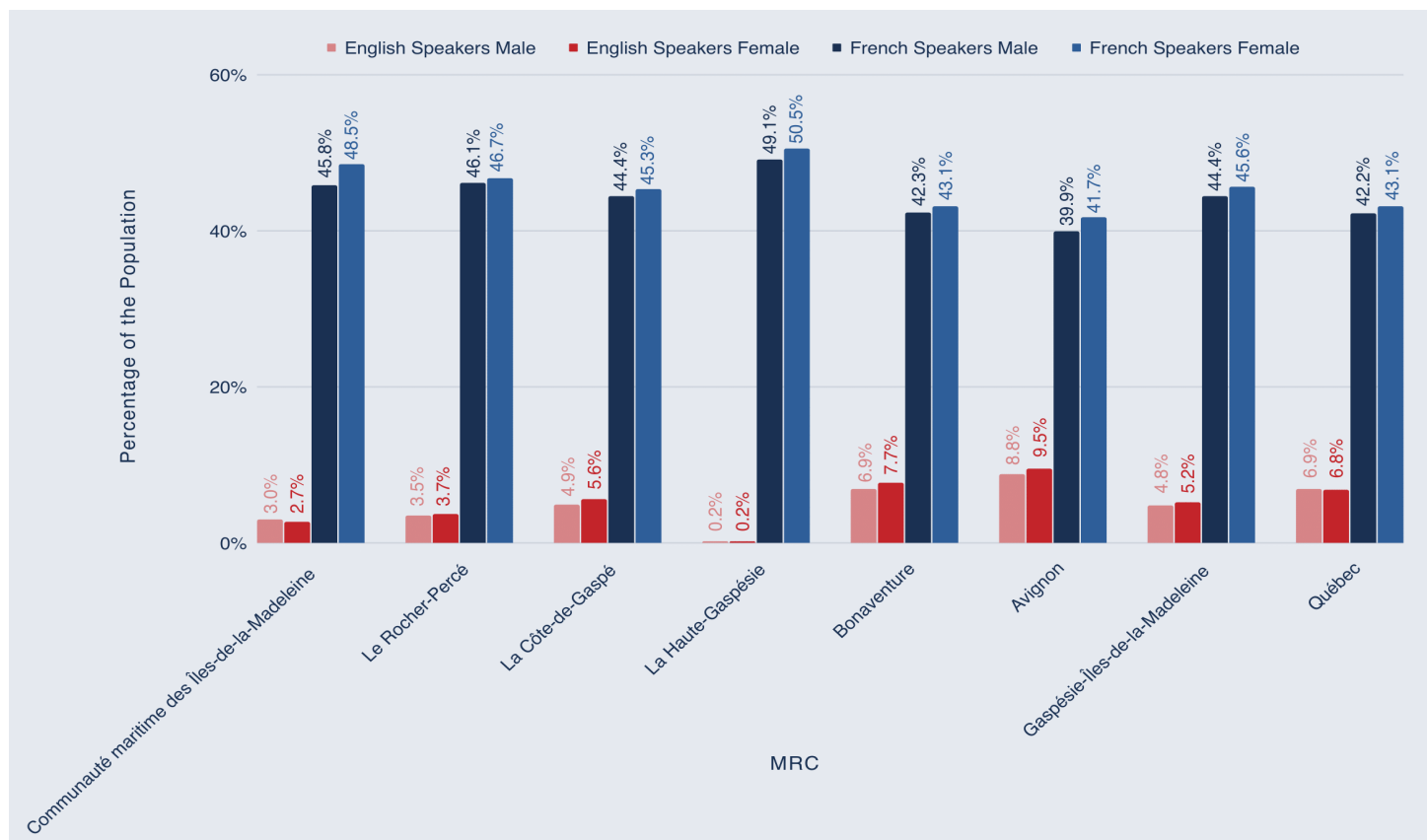
Legend: ■ English Speakers Male ■ English Speakers Female ■ French Speakers Male ■ French Speakers Female

Communauté maritime des Îles-de-la-Madeleine: 3.0%, 2.7%, 45.8%, 48.5%
Le Rocher-Percé: 3.5%, 3.7%, 46.1%, 46.7%
La Côte-de-Gaspé: 4.9%, 5.6%, 44.4%, 45.3%
La Haute-Gaspésie: 0.2%, 0.2%, 49.1%, 50.5%
Bonaventure: 6.9%, 7.7%, 42.3%, 43.1%
Avignon: 8.8%, 9.5%, 39.9%, 41.7%
Gaspésie-Îles-de-la-Madeleine: 4.8%, 5.2%, 44.4%, 45.6%
Québec: 6.9%, 6.8%, 42.2%, 43.1%

Y-axis: Percentage of the Population (0% – 60%)
X-axis: MRC

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

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Economic Structure

ECONOMIC STRUCTURE

Gaspésie-Îles-de-la-Madeleine is a resource-oriented region. Resource-oriented regions tend to score lower on Québec's Economic Development Index.[3] As of 2018, Gaspésie-Îles-de-la-Madeleine has a score of 83.1, which is below average compared to other regions. However, Gaspésie-Îles-de-la-Madeleine's index score has increased considerably since 2013 (+1.9 index points), indicating above average economic performance and growth.[4] Economic activity varies across the region, but is largely oriented towards the primary industry, which involves the extraction of natural resources. Major primary industries include forestry and fishing, and there are emerging enterprises in wind energy and sustainable fishing. The region is at the forefront of Canada's growing clean technology industry, with large-scale government investments recently made in Gaspésie's solar energy and wind energy sectors.[5]

The leading industry across Gaspésie-Îles-de-la-Madeleine is the service sector, which is the main contributor to employment and economic development across all regions of Québec. A major subset of the service sector is the tourism industry. This industry, along with the primary industries, is largely seasonal in nature with periods of low activity during the winter months and increased activity in the summer months. The trades, transportation, equipment operation and manufacturing industries also experience seasonal fluctuations owing to the expansion of their operations during the summer and fall months. Fluctuations of activity in these industries tend to mirror those of the primary industry since most economic activity in Gaspésie-Îles-de-la-Madeleine is tied to the processing, sale and transportation of natural resources.

Gaspésie-Îles-de-la-Madeleine has one of the weakest manufacturing sectors in all of Québec, second only to Nord-du-Québec.[6] The region's manufacturing sector is highly concentrated with a few manufacturers and jobs that are mostly tied to the processing of natural resources being exported primarily to the U.S. Despite its small size, the manufacturing sector has experienced an upward trend in sales of manufactured goods by a yearly average of 17%, compared to an average growth of 3% per year within Québec as a whole.[7] This is in part due to growth in manufacturing of food, drink, tobacco and wood products in the region.[8]

The region has had large investments in construction projects including the McInnis Cement plant and the Chantier Naval Forillon. Between 2016-2020, private investment in the region declined by an average of 28.4% per year. This is compared to an average annual gain of 1.7% in provincial private investment. This decline in private investment in Gaspésie-Îles-de-la-Madeleine is, in part, linked to the completion of major construction projects. Construction for the McInnis Cement plant, which supported hundreds of jobs in the region's construction industry, ended when the plant opened in 2017.[9]

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. Canada Economic Development for Quebec Regions. "Economic recovery will be green in Gaspésie region," (2021). CISION. Retrieved from: https://www.newswire.ca/news-releases/economic-recovery-will-be-green-in-gaspesie-region-843596593.html

6. Hamelin. "Portrait manufacturier des régions du Québec," 18./

7. Ministère de l'Économie et de l'Innovation du Québec. "Région Gaspésie-Îles-de-la-Madeleine: Secteur des entreprises," (2021). Retrieved from: https://www.economie.gouv.qc.ca/pages-regionales/gaspesie-iles-de-la-madeleine/portrait-regional/secteur-des-entreprises

8. François Dupuis, Mathieu D'Anjou, and Chantal Routhier. "Études régionales: Région administrative de la Gaspésie-Îles-de-la-Madeleine," (2019). Desjardins. Retrieved from: https://www.desjardins.com/ressources/pdf/19GIM-f.pdf?resVer=1575660167000, page 4.

9. Dupuis, D'Anjou, and Routhier. "Études régionales: Région administrative de la Gaspésie-Îles-de-la-Madeleine," 3.

Industries

INDUSTRIES

Top Industries for Total Population

In 2020, primary industries accounted for 6.1% of all jobs in the region. This is approximately three times the share of primary industry jobs at the provincial level (2.3%).[10]

Gaspésie-Îles-de-la-Madeleine's construction sector is also a leading employer: 8.7% of jobs in the region belong to this sector. This is higher than the provincial share of construction sector jobs (6.2%).

The main source of employment within the region is the service sector, accounting for 78.1% of jobs, compared to 79.9% of jobs provincially.[10] The services sector supports other industries in the region such as fishing or manufacturing.

Services

78.1%

Primary sector

6.1%

Graph 4: Top 10 Industries in Gaspésie-Îles-de-la-Madeleine for Total Population
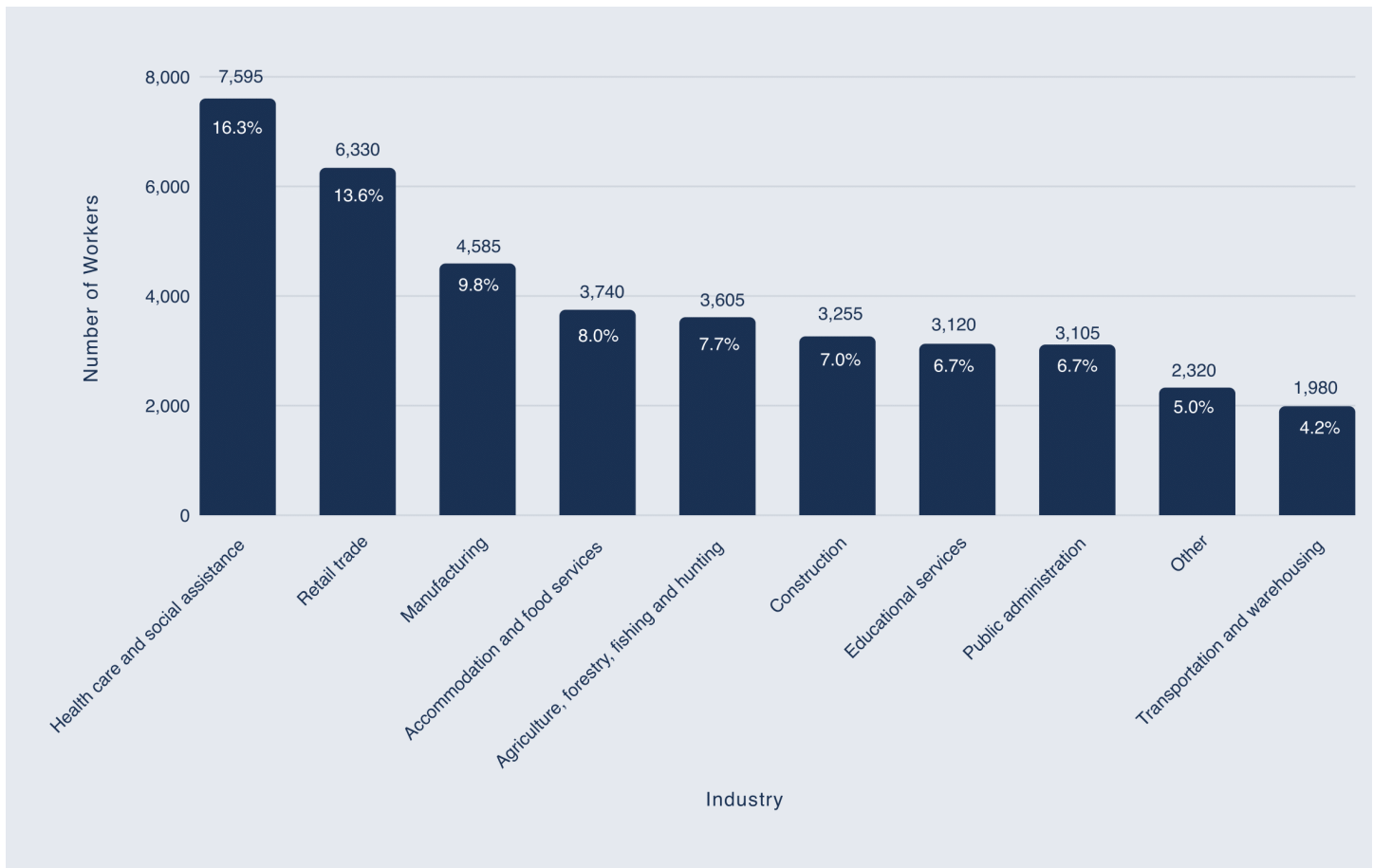
Bar chart — Number of Workers (y-axis) by Industry (x-axis):

- Health care and social assistance: 7,595 — 16.3%
- Retail trade: 6,330 — 13.6%
- Manufacturing: 4,585 — 9.8%
- Accommodation and food services: 3,740 — 8.0%
- Agriculture, forestry, fishing and hunting: 3,605 — 7.7%
- Construction: 3,255 — 7.0%
- Educational services: 3,120 — 6.7%
- Public administration: 3,105 — 6.7%
- Other: 2,320 — 5.0%
- Transportation and warehousing: 1,980 — 4.2%

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

10. Ministère de l'Économie et de l'Innovation du Québec. "Région Gaspésie-Îles-de-la-Madeleine: Structure économique." Last modified September 2, 2021, retrieved from: https://www.economie.gouv.qc.ca/pages-regionales/gaspesie-iles-de-la-madeleine/portrait-regional/structure-economique/

INDUSTRIES

Top Industries for English Speakers

English speakers in the region are very heavily engaged in the fishing industry, followed by occupations in healthcare, retail, and food 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 Gaspésie-Îles-de-la-Madeleine for English Speakers by Number of Workers
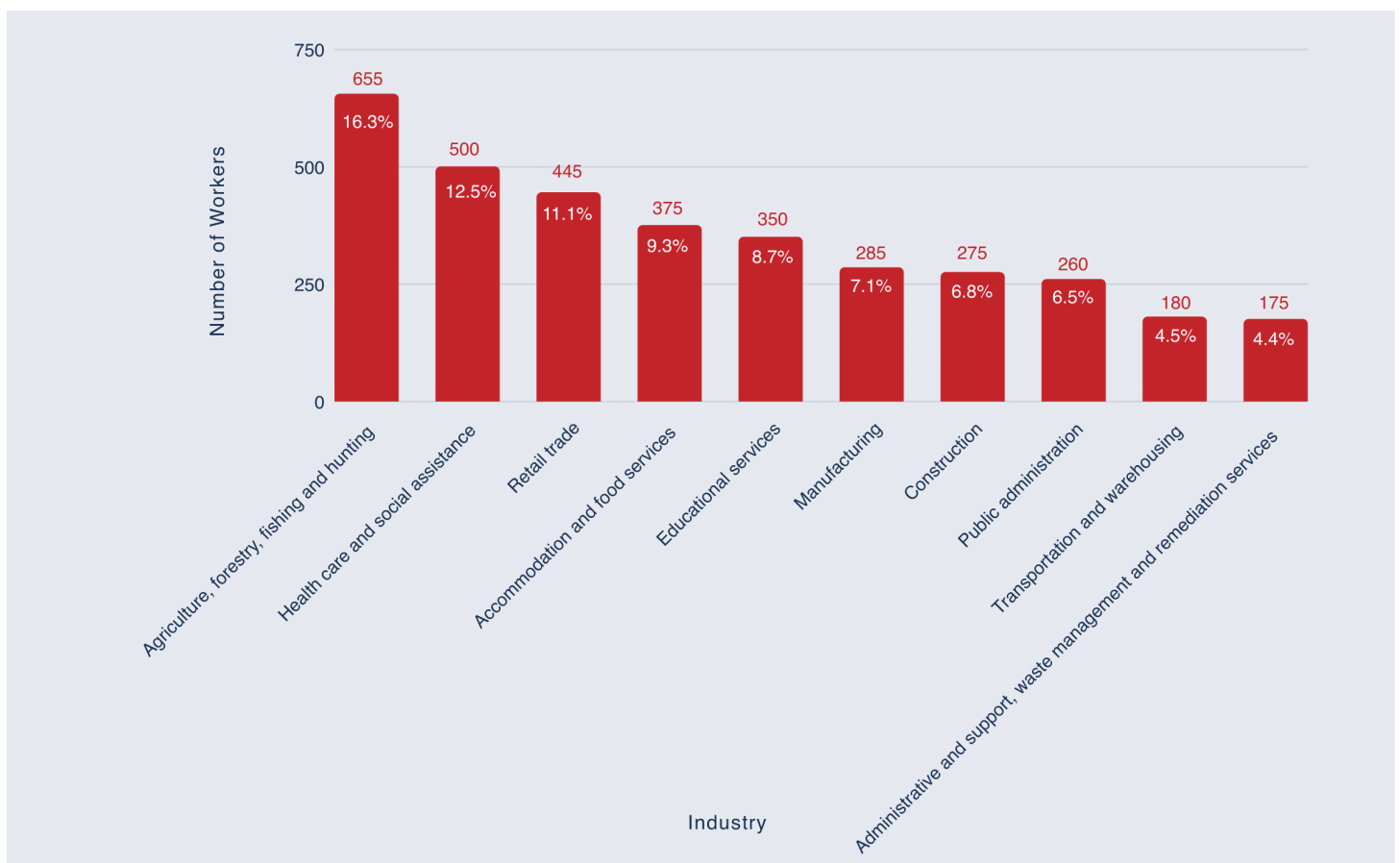
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

INDUSTRIES

Map 1: Top Industries in Gaspésie-Îles-de-la-Madeleine for English Speakers

Real estate and rental and leasing (50%)

Administrative and support, waste management and remediation services (50%)

Health care and social assistance (50%)

Retail trade (16.8%)

Health care and social assistance (12.7%)

Accomodation and food services (11.0%)

Agriculture, forestry, fishing and hunting (18.9%)

Manufacturing (14.2%)

Accomodation and food services (14.2%)

La Haute-Gaspésie*

La Côte-de-Gaspé

Le Rocher-Percé

Bonaventure

Avignon

Communauté maritime des Îles-de-la-Madeleine

Health care and social assistance (18.9%)

Public administration (14.1%)

Education (13.6%)

Retail trade (12.6%)

Accomodation and food services (12.6%)

Agriculture, forestry, fishing and hunting (12.2%)

Agriculture, forestry, fishing and hunting (52.4%)

Manufacturing (11.9%)

Education (9.3%)

Industry (Percentage of English speakers working in industry)

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

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 accounts for approximately 10% of the population in Gaspésie-Îles-de-la-Madeleine and 8.7% of the labour force in the region.

There are 3,655 English speakers within the 41,785-person labour force of the region.

In Avignon, English speakers are 15.4% of the labour force, which is the highest share of English speakers in the labour force in the region. This corresponds to English speakers' high representation in the population in this MRC.

In Communauté maritime des Îles-de-la-Madeleine, there is a slightly higher share of English speakers in the labour force than the population (5.9% versus 5.7%).

Graph 6a: Labour Force of Gaspésie-Îles-de-la-Madeleine by MRC

English Speakers

Legend: ■ English Speakers within Labour Force ■ Share of English Speakers in Population

Y-axis: Percentage of the Population (0% to 20%)

MRC	English Speakers within Labour Force	Share of English Speakers in Population
Communauté maritime des Îles-de-la-Madeleine	5.9% (395)	5,7%
Le Rocher-Percé	6,0% (460)	7,2%
La Côte-de-Gaspé	9,1% (760)	10,4%
La Haute-Gaspésie	0,3% (15)	0,4%
Bonaventure	12,9% (1,040)	14,6%
Avignon	15,4% (978)	18,3%
Gaspésie-Îles-de-la-Madeleine	8,7% (3,655)	10,0%
Québec	14,3% (608,053)	13,8%

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

LABOUR FORCE

Graph 6b: Labour Force of Gaspésie-Îles-de-la-Madeleine by MRC

French Speakers

■ French Speakers within Labour Force   ■ Share of French Speakers in Population

Percentage of the Population

MRC	French Speakers within Labour Force	Share of French Speakers in Population
Communauté maritime des Îles-de-la-Madeleine	94,1% (6,305)	94,3%
Le Rocher-Percé	94,0% (7,150)	92,8%
La Côte-de-Gaspé	90,9% (7,610)	89,6%
La Haute-Gaspésie	99,8% (4,640)	99,6%
Bonaventure	87,0% (7,030)	85,4%
Avignon	84,6% (5,383)	81,6%
Gaspésie-Îles-de-la-Madeleine	91,3% (38,130)	90,0%
Québec	85,5% (3,636,983)	85,3%

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

LABOUR FORCE

Age Structure of Labour Force

The 45-64 age group makes up the largest share of the labour force in the region, irrespective of linguistic identity.

French speakers aged 45-64 make up the single largest portion of the region's labour force, at 46.7%. This is typical in other regions of Québec, but in Québec as a whole French speakers aged 25-44 make up the largest share of the labour force owing to high representation in a few key regions.

In Communauté maritime des Îles-de-la-Madeleine and Rocher-Percé, more than 50% of the labour force is made up of individuals aged 45-64.
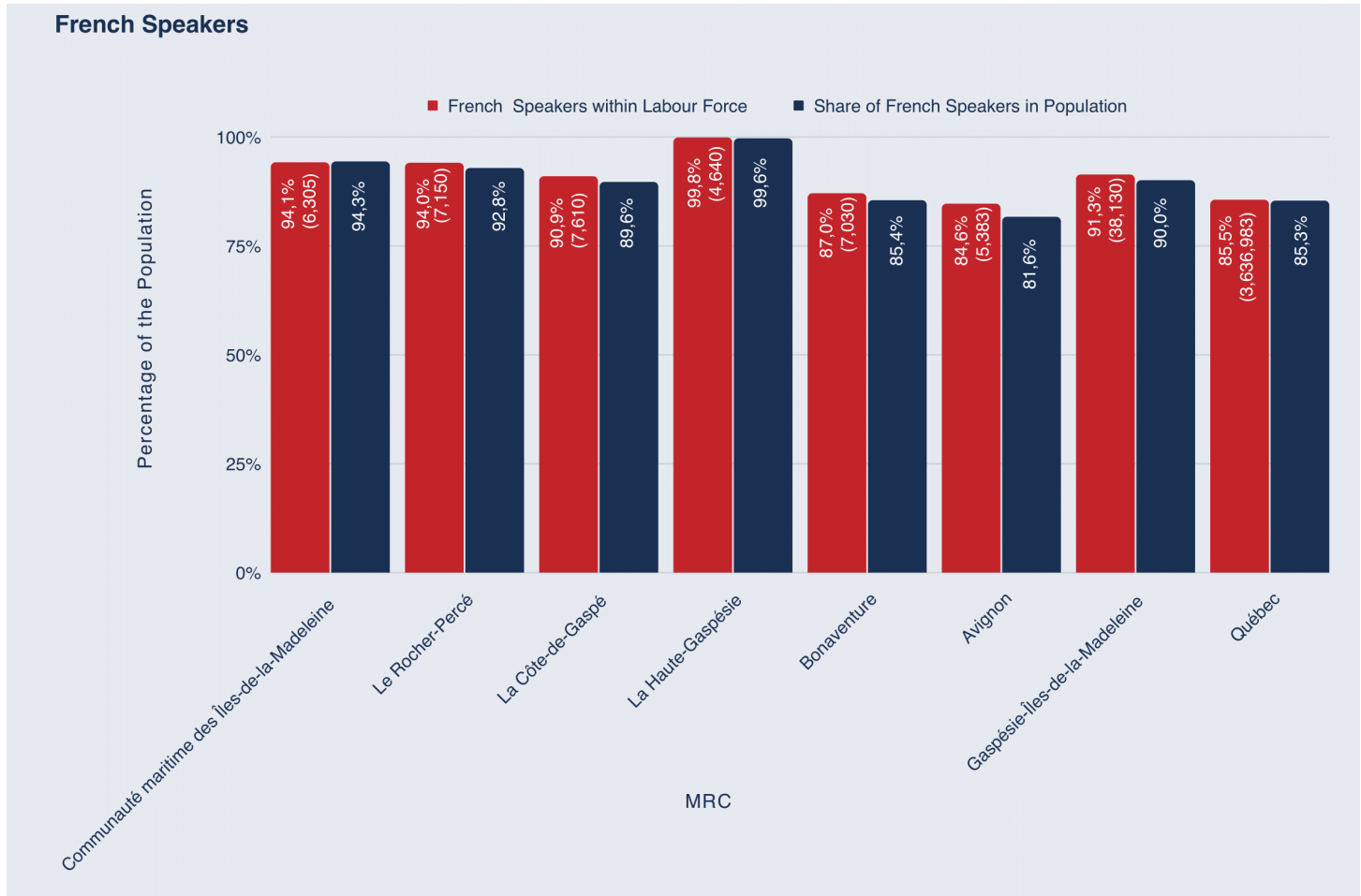
Graph 7a: Age Structure of Gaspésie-Îles-de-la-Madeleine's Labour Force by MRC

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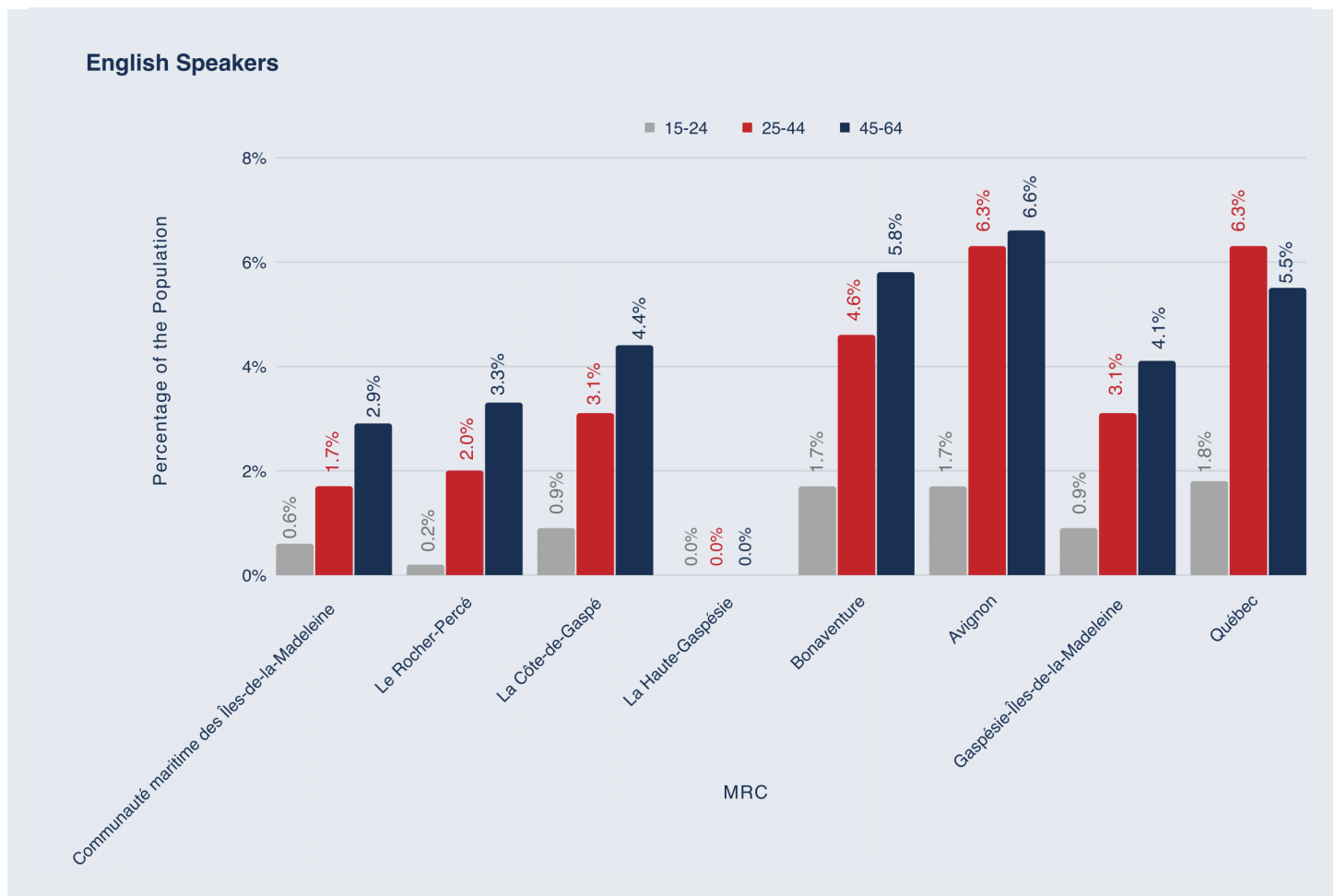
LABOUR FORCE

Graph 7b: Age Structure of Gaspésie-Îles-de-la-Madeleine's Labour Force by MRC

French Speakers

■ 15-24   ■ 25-44   ■ 45-64

Percentage of the Population

MRC	15-24	25-44	45-64
Communauté maritime des Îles-de-la-Madeleine	9.3%	29.3%	50.6%
Le Rocher-Percé	7.6%	30.3%	50.0%
La Côte-de-Gaspé	9.4%	32.2%	45.9%
La Haute-Gaspésie	7.6%	37.4%	49.4%
Bonaventure	8.4%	29.8%	45.1%
Avignon	10.5%	31.1%	39.7%
Gaspésie-Îles-de-la-Madeleine	8.8%	31.4%	46.7%
Québec	11.8%	36.1%	34.5%

MRC

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

LABOUR FORCE

Sex Structure of Labour Force

Although there are more French-speaking women than French-speaking men in the region, French-speaking men represent a larger share of the labour force than women (46.7% compared to 44.6%).

Among English speakers, there are more women than men in the labour force; English-speaking men make up 4.3% of the labour force while women make up 4.5% of the labour force.

The exceptions are Communauté maritime des Îles-de-la-Madeleine and Bonaventure, where English-speaking men have a greater labour force representation than English-speaking women (3.1% compared to 2.8% in Communauté maritime des Îles-de-la-Madeleine, and 6.7% compared to 6.2% in Bonaventure).

Graph 8a: Sex Structure of Gaspésie-Îles-de-la-Madeleine's Labour Force by MRC

English Speakers

■ Male ■ Female

MRC	Male	Female
Communauté maritime des Îles-de-la-Madeleine	3.1%	2.8%
Le Rocher-Percé	2.9%	3.2%
La Côte-de-Gaspé	4.2%	5.0%
La Haute-Gaspésie	0.2%	0.0%
Bonaventure	6.7%	6.2%
Avignon	7.4%	8.0%
Gaspésie-Îles-de-la-Madeleine	4.3%	4.5%
Québec	7.6%	6.7%

Percentage of the Population

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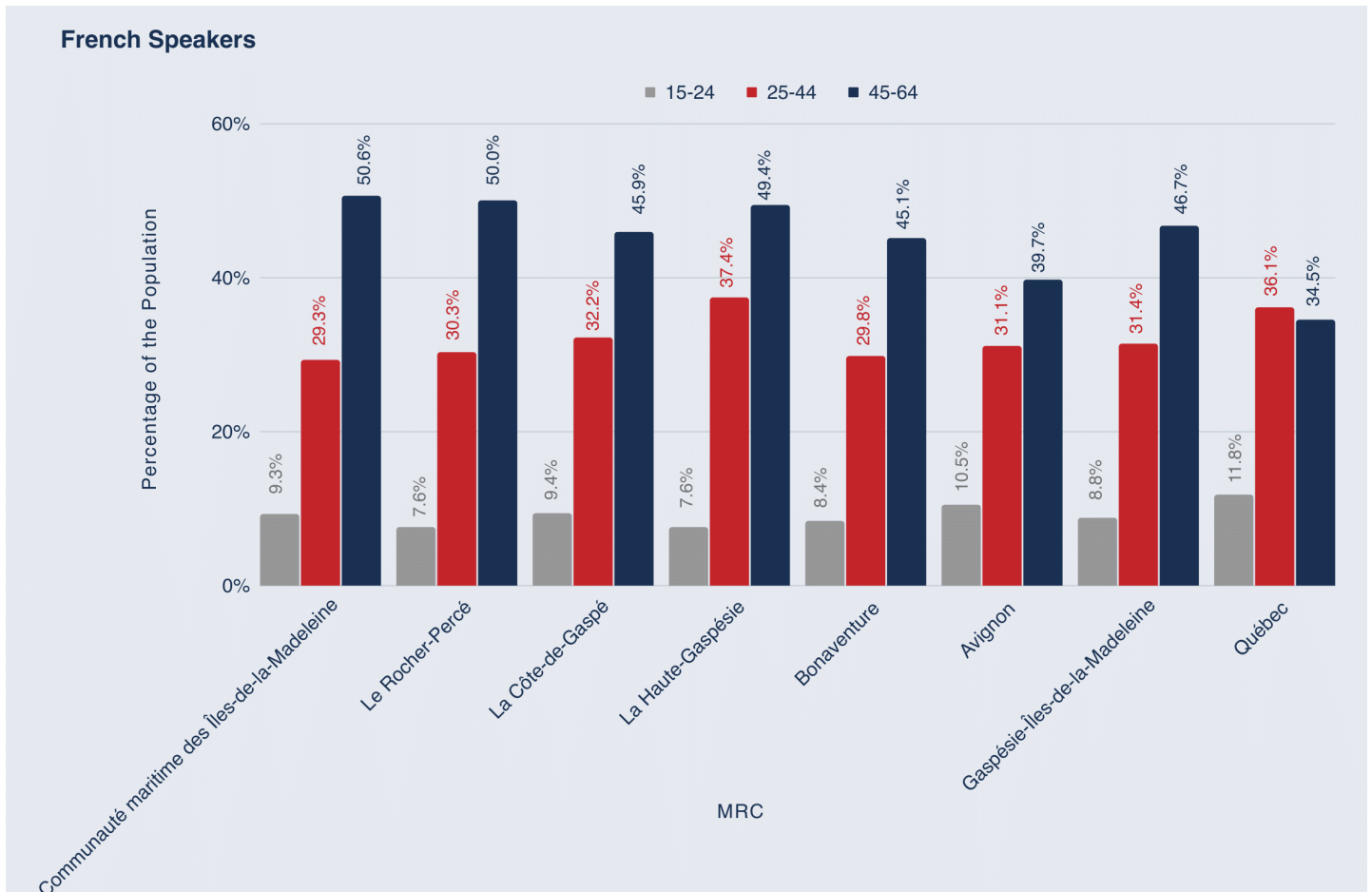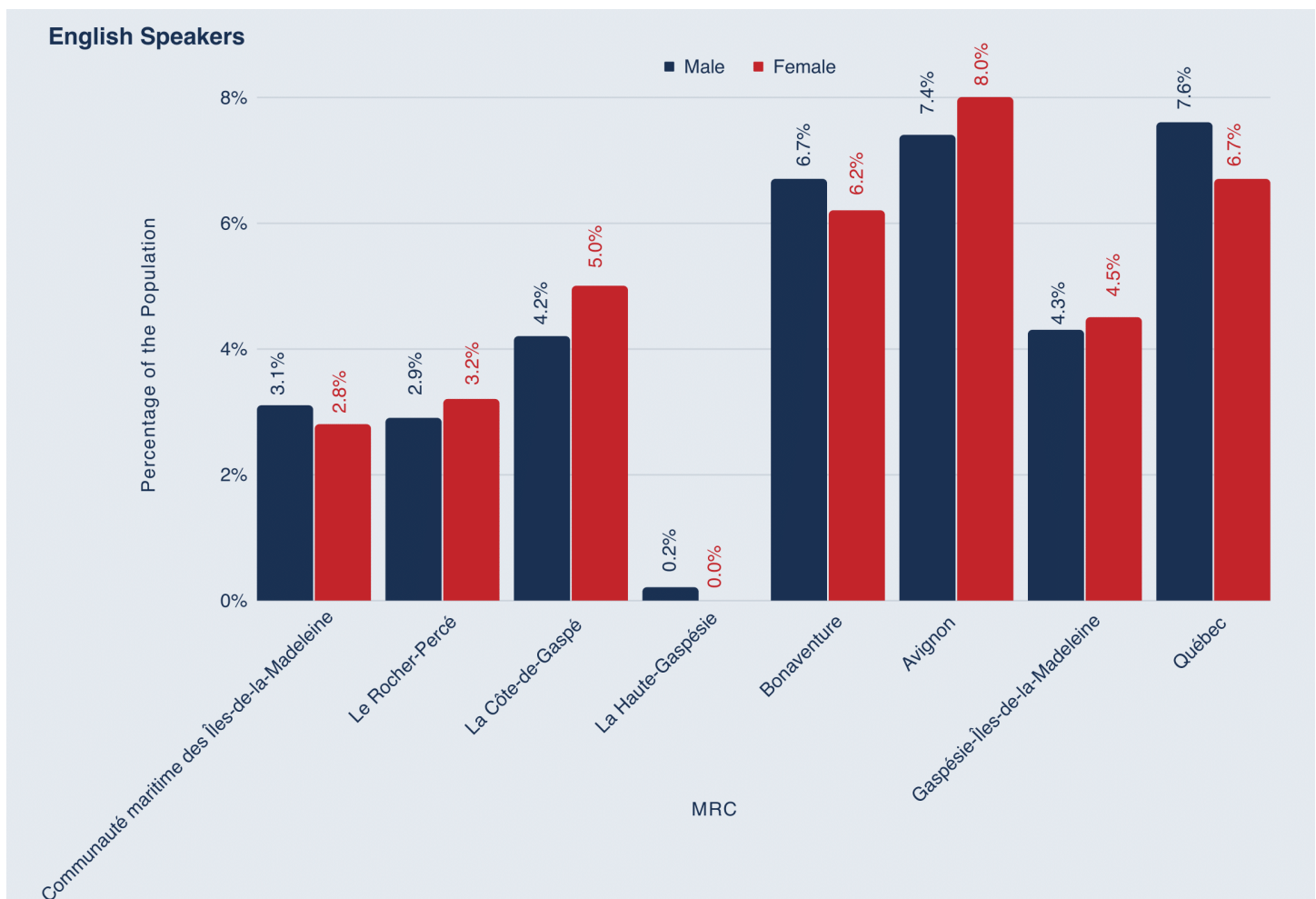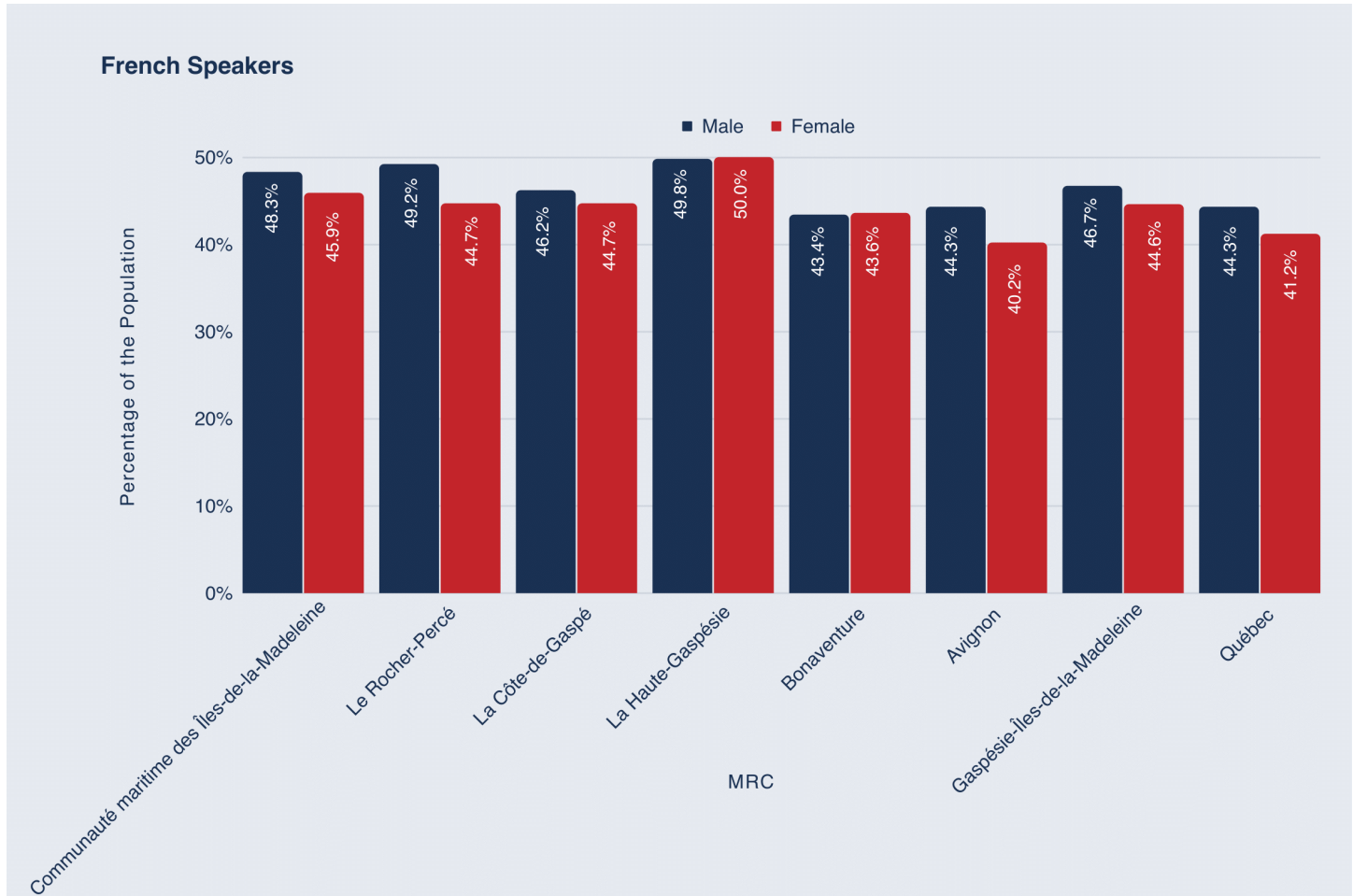
LABOUR FORCE

Graph 8b: Sex Structure of Gaspésie-Îles-de-la-Madeleine'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

Gaspésie-Îles-de-la-Madeleine has the highest overall unemployment rate of any region in Québec, at 15.3%. The unemployment rate is more than double the provincial unemployment rate (15.3% versus 7.2%). The unemployment rate among English speakers is higher, at 22.1%

With the exception of Communauté maritime des Îles-de-la-Madeleine and La Côte-de-Gaspé, English speakers in Gaspésie-Îles-de-la-Madeleine experience much higher unemployment rates than French speakers.

In Avignon, the unemployment rate of English speakers is 30.7%, double that of French speakers.

English speakers in Communauté maritime des Îles-de-la-Madeleine are a unique labour force group. This MRC has a

considerably lower unemployment rate (2.5%) compared to that of the French-speaking population in the MRC (12.6%) and the regional unemployment rate.

The unusually low unemployment rate of English speakers in Communauté maritime des Îles-de-la-Madeleine can be explained, in part, by the time period when the census was administered. A significant share of English speakers in Communauté maritime des Îles-de-la-Madeleine work in the lobster fishing industry and are usually employed during the summer months when the census is administered. Unemployment rates in this MRC and in other MRCs with a prevalence of seasonal work are usually lower during peak-season and higher during off-season months.

Graph 9: Unemployment Rate in Gaspésie-Îles-de-la-Madeleine by MRC
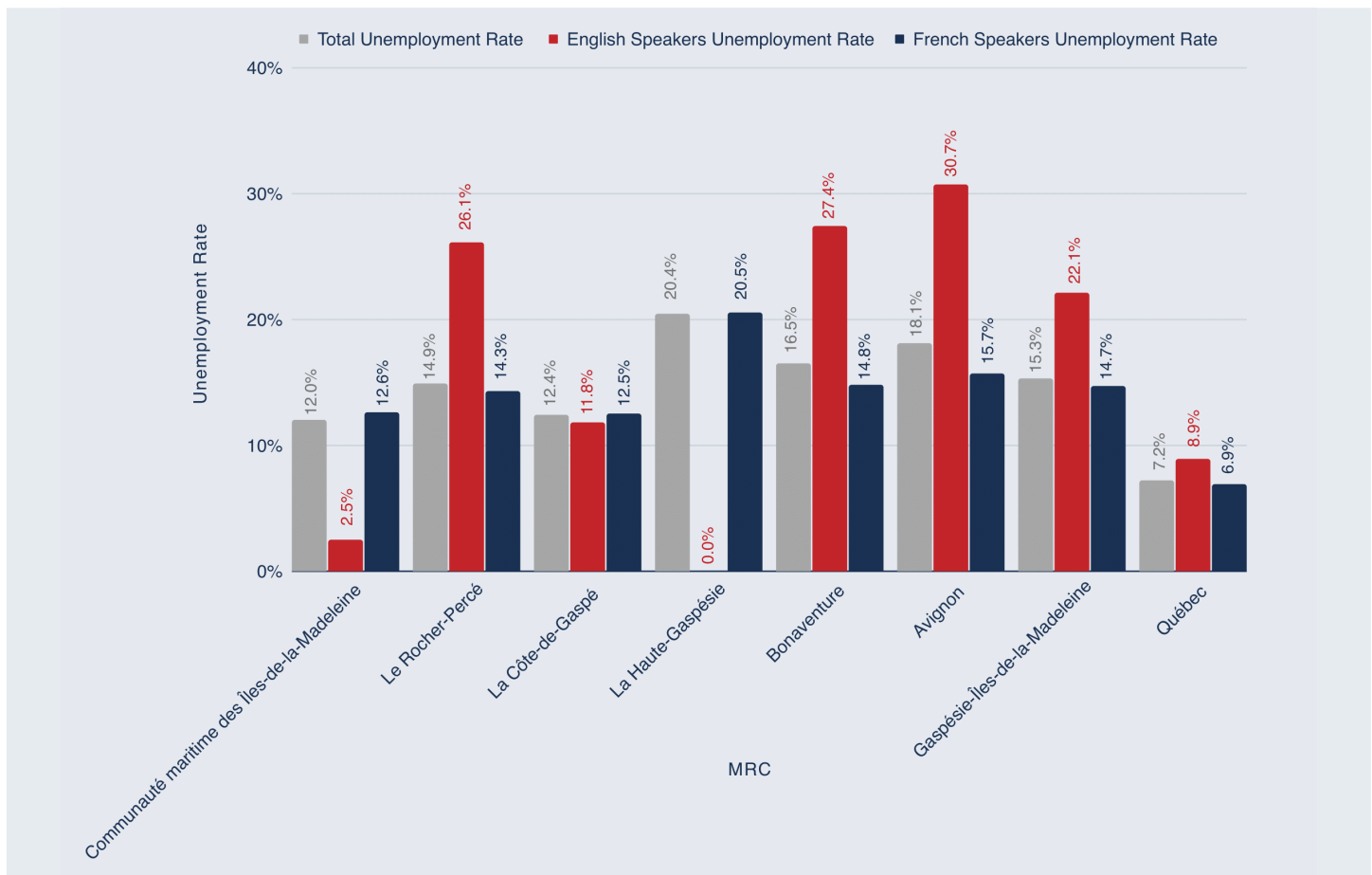
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

UNEMPLOYMENT RATE

## Age Structure of Unemployment Rate

Youth in Gaspésie-Îles-de-la-Madeleine experience the highest unemployment rate of any age group in the region. English-speaking youth aged 15-24 experience an unemployment rate nearly double that of French-speaking youth (30.5% compared to 16.2%).

In areas with sufficient data available such as Bonaventure and Avignon, the unemployment rate of English-speaking youth is significantly high.

In Bonventure the unemployment rate of English-speaking youth (35.7%) is almost double that of French-speaking youth (19.1%); in Avignon the unemployment rate of English-speaking youth (40.9%) is almost triple that of French-speaking youth (15.0%)

Among French speakers, individuals aged 25-44 tend to have much lower unemployment rates than individuals aged 45-64.

Graph 10a: Age Structure of Unemployment Rate in Gaspésie-Îles-de-la-Madeleine by MRC
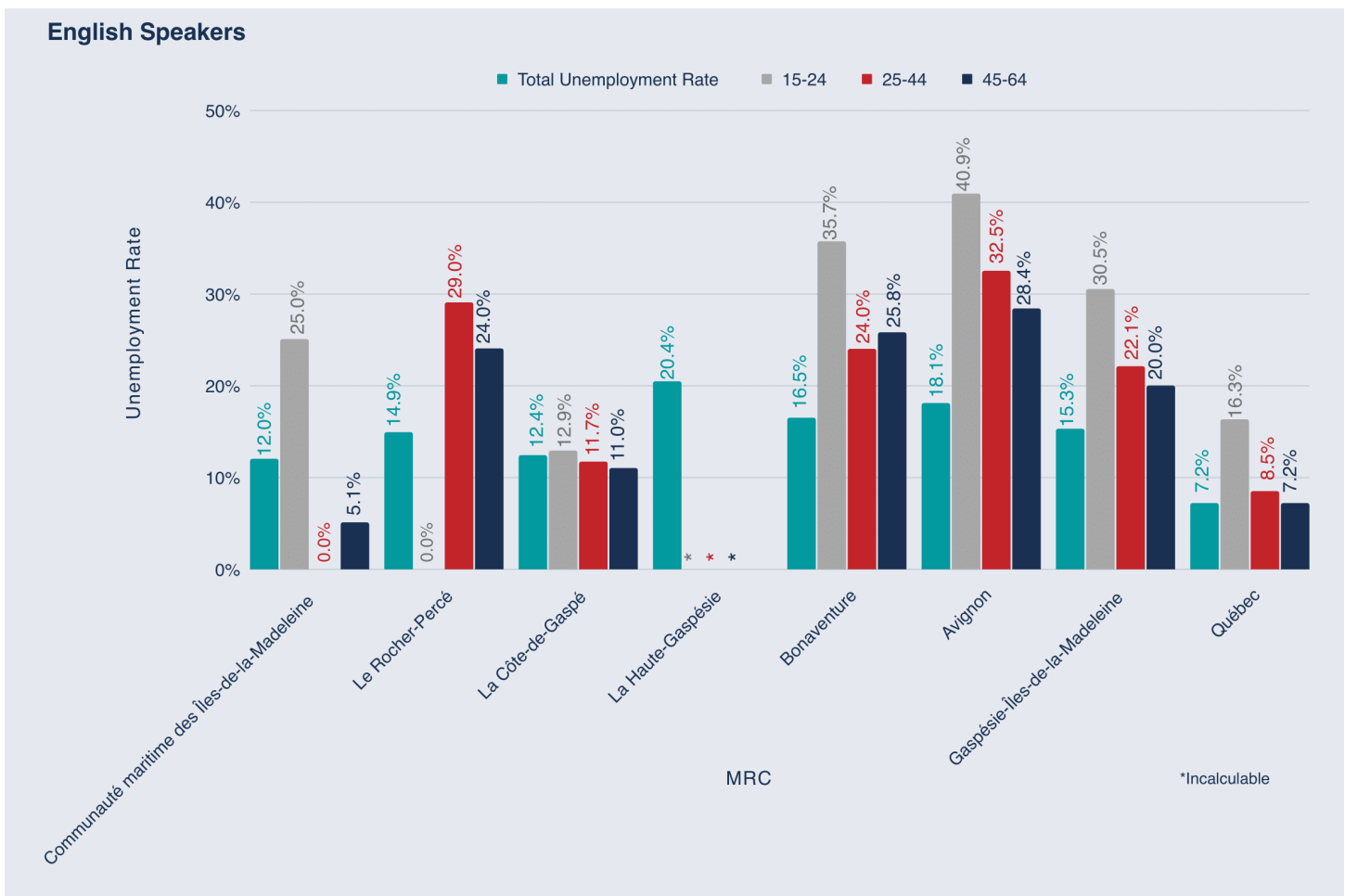
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

*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 Gaspésie-Îles-de-la-Madeleine by MRC

French Speakers

Legend: ■ Total Unemployment Rate ■ 15-24 ■ 25-44 ■ 45-64

Y-axis: Unemployment Rate (0% – 25%)
X-axis: MRC

MRC	Total Unemployment Rate	15-24	25-44	45-64
Communauté maritime des Îles-de-la-Madeleine	12.0%	11.2%	7.6%	14.3%
Le Rocher-Percé	14.9%	19.1%	9.5%	16.4%
La Côte-de-Gaspé	12.4%	12.1%	8.3%	14.2%
La Haute-Gaspésie	20.4%	23.9%	14.4%	22.4%
Bonaventure	16.5%	19.1%	11.0%	15.5%
Avignon	18.1%	15.0%	13.9%	16.6%
Gaspésie-Îles-de-la-Madeleine	15.3%	16.2%	10.5%	16.1%
Québec	7.2%	11.9%	5.7%	6.0%

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

UNEMPLOYMENT RATE

Sex Structure of Unemployment Rate

Men in Gaspésie-Îles-de-la-Madeleine experience a much higher unemployment rate than women within their respective linguistic communities.

English-speaking men experience the highest unemployment rates of any sex-linguistic group in Gaspésie-Îles-de-la-Madeleine (28.3%). French-speaking women experience the lowest unemployment rates in the region (10.1%).

English-speaking men in Avignon experience the highest unemployment rate of any sex-lingusitic group, at 38.3%.

Unemployment Rate	Unemployment Rate	Unemployment Rate	Unemployment Rate
16.1%	**28.3%**	**10.1%**	**19.1%**
English-speaking Women	**English-speaking Men**	**French-speaking Women**	**French-speaking Men**

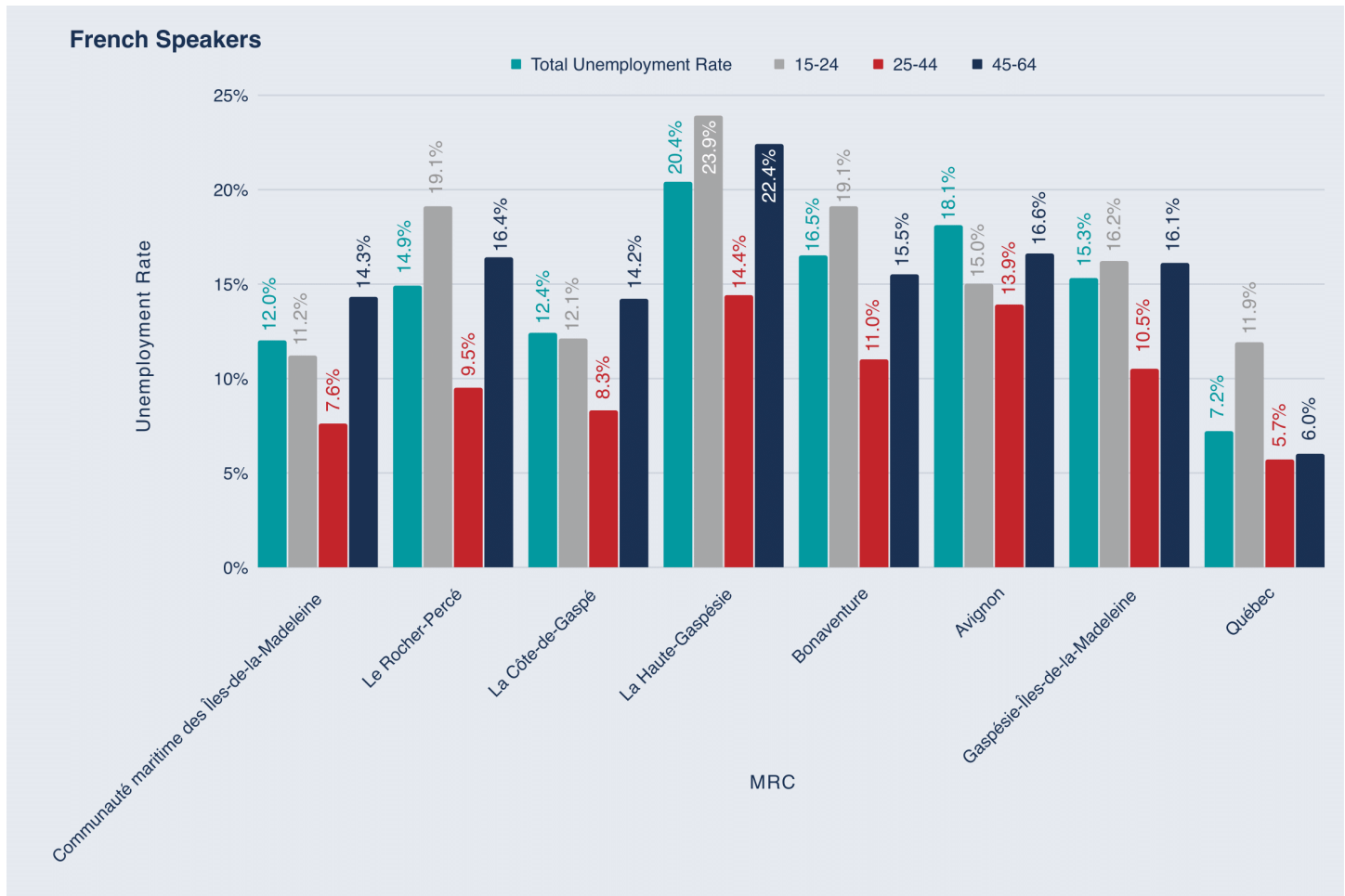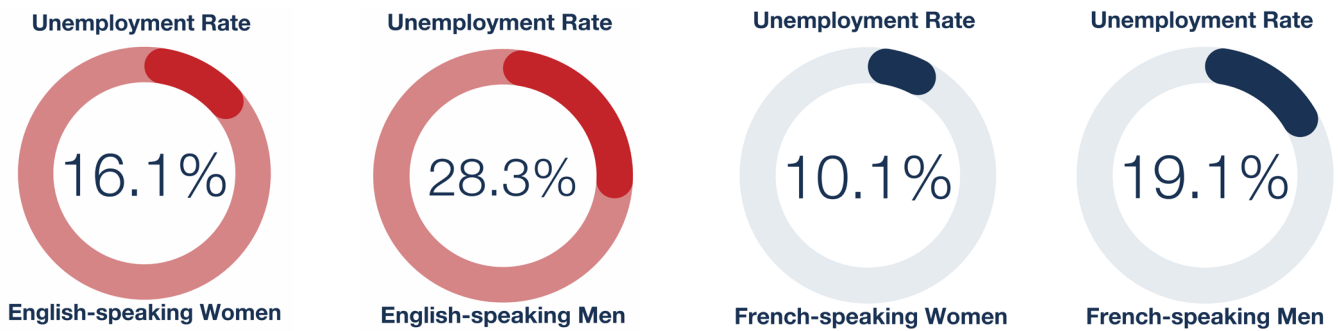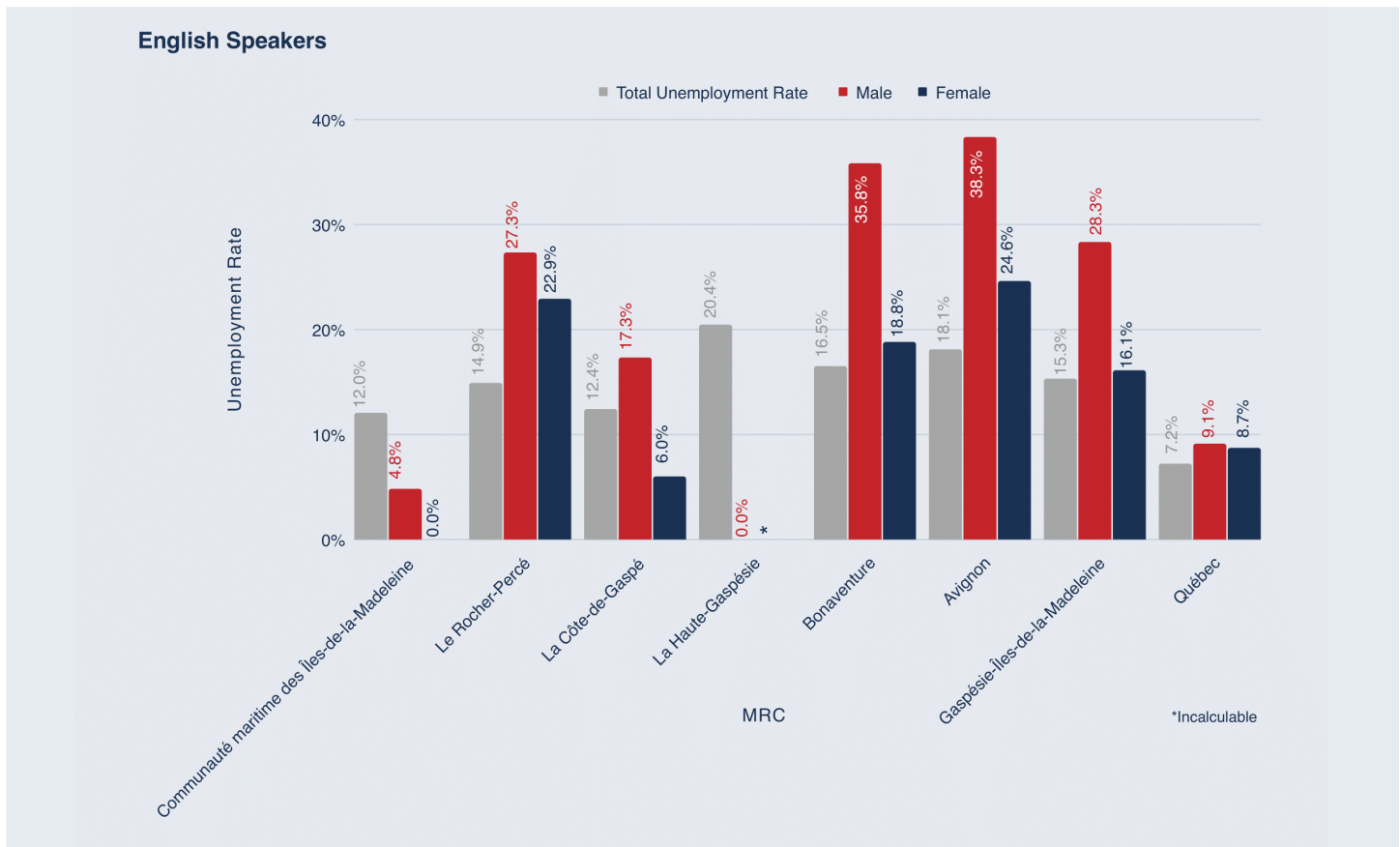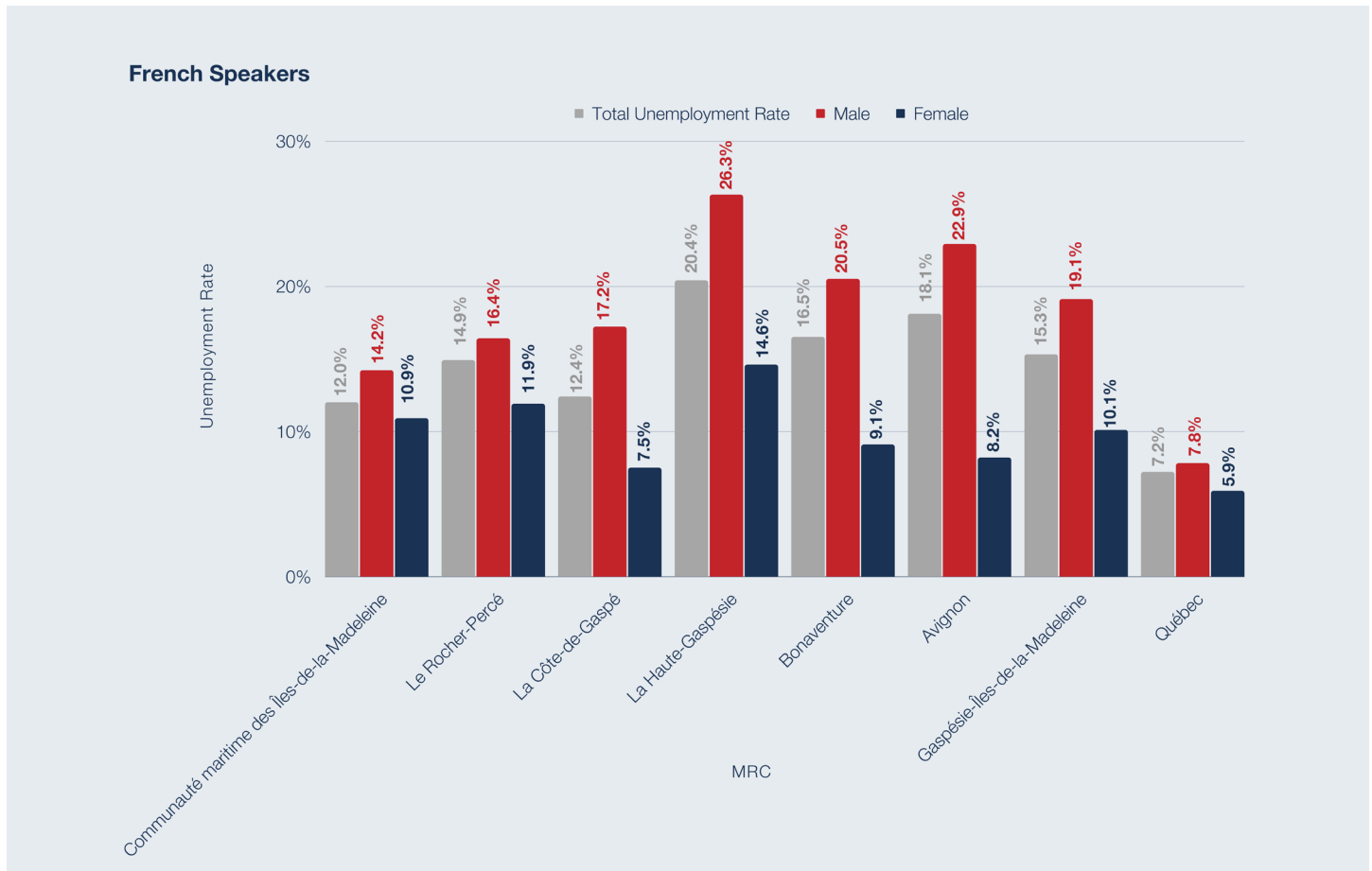**Graph 11a: Sex Structure of Unemployment Rate in Gaspésie-Îles-de-la-Madeleine by MRC**

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

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

UNEMPLOYMENT RATE

Graph 11b: Sex Structure of Unemployment Rate in Gaspésie-Îles-de-la-Madeleine by MRC

French Speakers

■ Total Unemployment Rate ■ Male ■ Female

MRC	Total Unemployment Rate	Male	Female
Communauté maritime des Îles-de-la-Madeleine	12.0%	14.2%	10.9%
Le Rocher-Percé	14.9%	16.4%	11.9%
La Côte-de-Gaspé	12.4%	17.2%	7.5%
La Haute-Gaspésie	20.4%	26.3%	14.6%
Bonaventure	16.5%	20.5%	9.1%
Avignon	18.1%	22.9%	8.2%
Gaspésie-Îles-de-la-Madeleine	15.3%	19.1%	10.1%
Québec	7.2%	7.8%	5.9%

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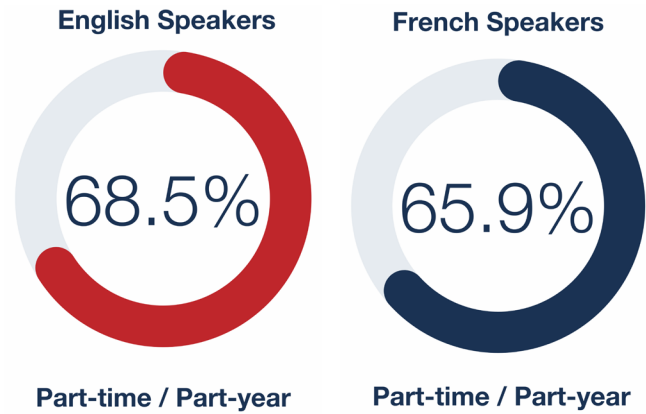
Work Activity

WORK ACTIVITY

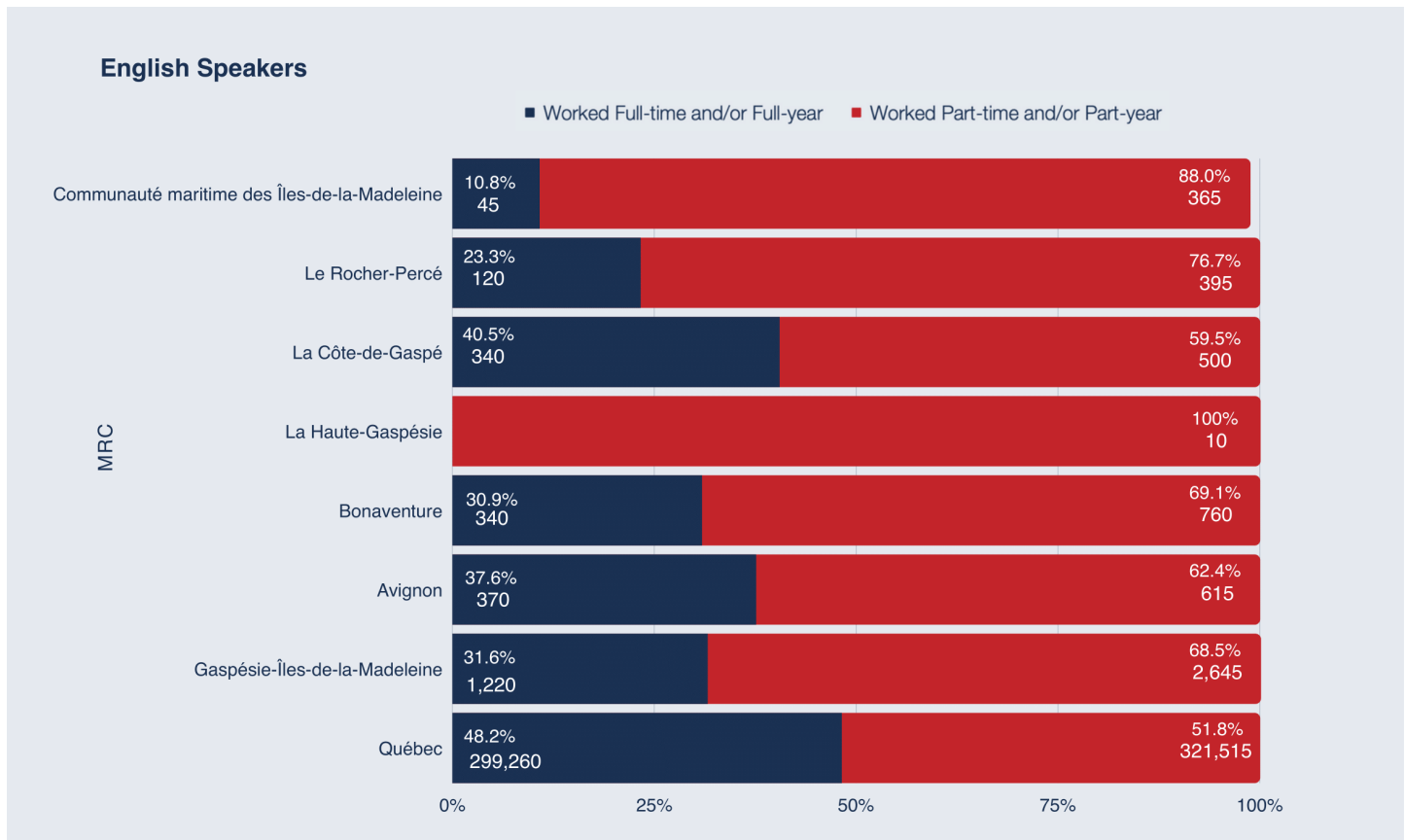## Engagement in Part- and Full-time Work

Gaspésie-Îles-de-la-Madeleine has the highest rate of engagement in part-time work (versus full-time work) of any region in the province. There is a high number of part-time and/or seasonal industries that are prominent in the region such as fishing and tourism.

English speakers tend to have a higher engagement in part-time work (versus full-time work) than French speakers; 68.5% of English speakers and 65.9% of French speakers work part-time.

English speakers in Communauté maritime des Îles-de-la-Madeleine have the highest engagement in part-time work (88.0%) in the region.

English Speakers

68.5%

Part-time / Part-year

French Speakers

65.9%

Part-time / Part-year

Graph 12a: Work Activity in Gaspésie-Îles-de-la-Madeleine by MRC

English Speakers

■ Worked Full-time and/or Full-year ■ Worked Part-time and/or Part-year

MRC	Full-time % / count	Part-time % / count
Communauté maritime des Îles-de-la-Madeleine	10.8% / 45	88.0% / 365
Le Rocher-Percé	23.3% / 120	76.7% / 395
La Côte-de-Gaspé	40.5% / 340	59.5% / 500
La Haute-Gaspésie		100% / 10
Bonaventure	30.9% / 340	69.1% / 760
Avignon	37.6% / 370	62.4% / 615
Gaspésie-Îles-de-la-Madeleine	31.6% / 1,220	68.5% / 2,645
Québec	48.2% / 299,260	51.8% / 321,515

0%   25%   50%   75%   100%

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

WORK ACTIVITY

Graph 12b: Work Activity in Gaspésie-Îles-de-la-Madeleine by MRC
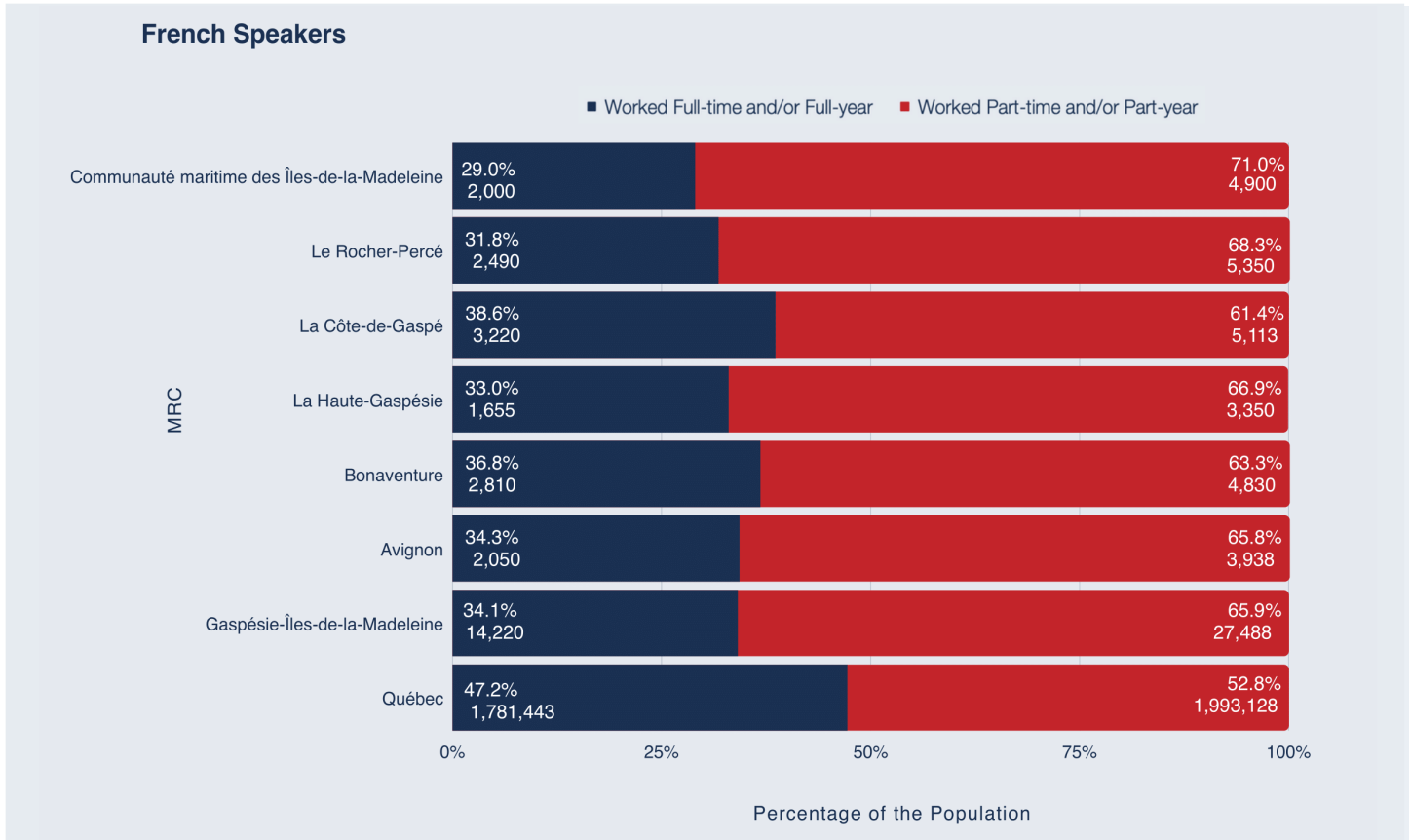
French Speakers

■ Worked Full-time and/or Full-year   ■ Worked Part-time and/or Part-year

MRC	Worked Full-time and/or Full-year	Worked Part-time and/or Part-year
Communauté maritime des Îles-de-la-Madeleine	29.0% / 2,000	71.0% / 4,900
Le Rocher-Percé	31.8% / 2,490	68.3% / 5,350
La Côte-de-Gaspé	38.6% / 3,220	61.4% / 5,113
La Haute-Gaspésie	33.0% / 1,655	66.9% / 3,350
Bonaventure	36.8% / 2,810	63.3% / 4,830
Avignon	34.3% / 2,050	65.8% / 3,938
Gaspésie-Îles-de-la-Madeleine	34.1% / 14,220	65.9% / 27,488
Québec	47.2% / 1,781,443	52.8% / 1,993,128

Percentage of the Population

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

WORK ACTIVITY

Average Weeks Worked

English speakers tend to work fewer weeks per year than French speakers (33.1 weeks compared to 36.3), with the exception of La Côte-de-Gaspé.[11]

English speakers in Le Rocher-Percé and Communauté maritime des Îles-de-la-Madeleine work the shortest average number of weeks in the region, at 27.9 and 22.8 weeks, respectively. These two communities have a high prevalence

of seasonal work, primarily in fisheries and lobster fishing, which have peak activity in the summer months.

Seasonal lay-offs from industries such as fishing and forestry have developed into a common aspect of work life in Gaspésie-Îles-de-la-Madeleine. This has had a considerable impact on workers' economic security and increased the use of Employment Insurance benefits in the region.

Weeks Worked

33.1

English Speakers

Weeks Worked

36.3

French Speakers

Graph 13: Average Weeks Worked in Gaspésie-Îles-de-la-Madeleine by MRC
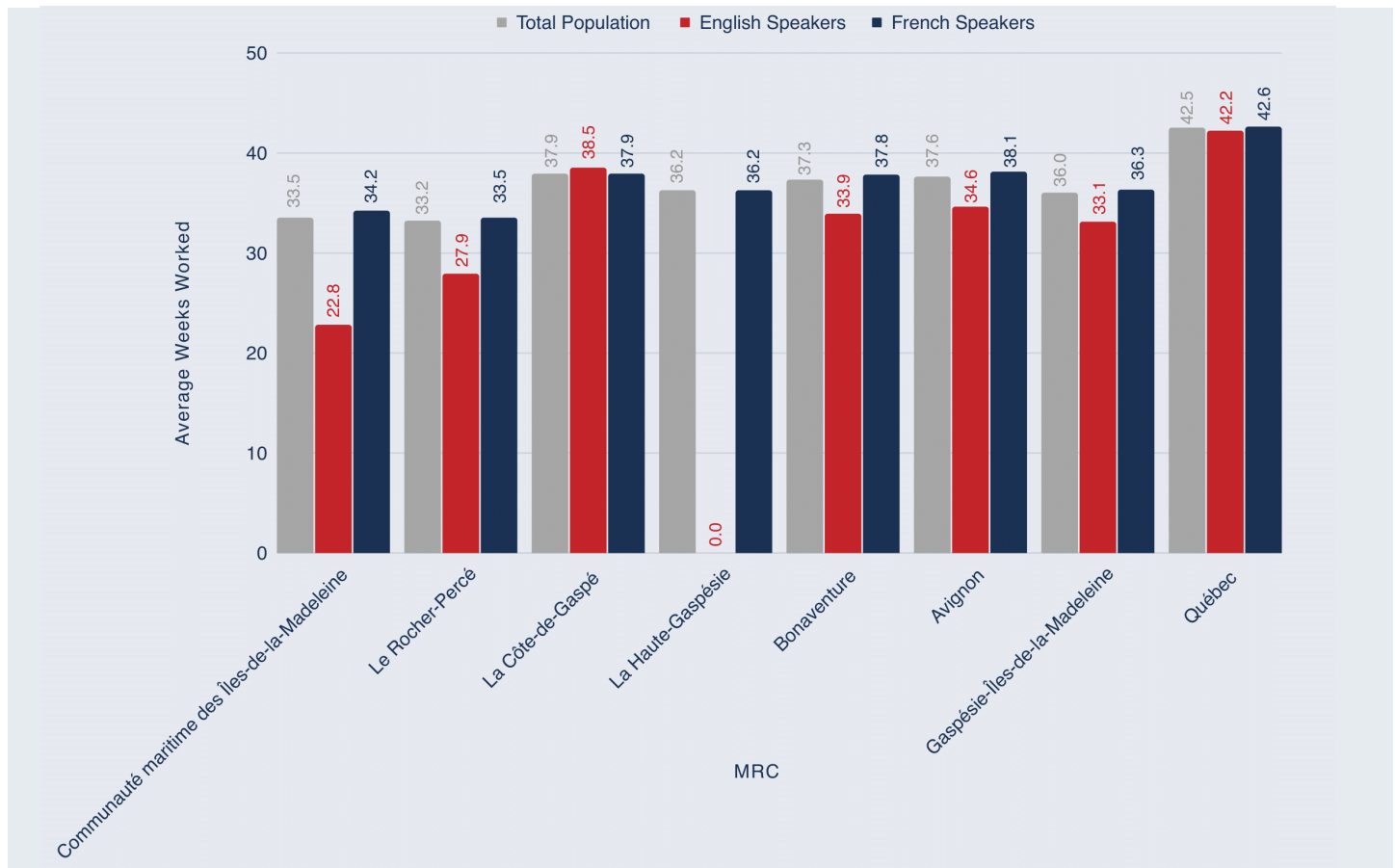
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

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.

Income

INCOME

Median After-tax Income

English speakers tend to earn a lower median after-tax income than French speakers.[12]

English speakers in Gaspésie-Îles-de-la-Madeleine earn a significantly lower median after-tax income than French speakers ($23,479 versus $26,394).

The MRC with the lowest median after-tax income ($22,724) is La Haute-Gaspésie, which also has the smallest English-speaking population in the region.

La Côte-de-Gaspé has the highest median after-tax income ($28,809) in the region. However, incomes between French speakers and English speakers in this MRC differ significantly: English speakers earn $3,689 less than French speakers.

English speakers in Communauté maritime des Îles-de-la-Madeleine earn a higher median after-tax income than French speakers, by $477.

Graph 14: Median After-tax Income in Gaspésie-Îles-de-la-Madeleine by MRC
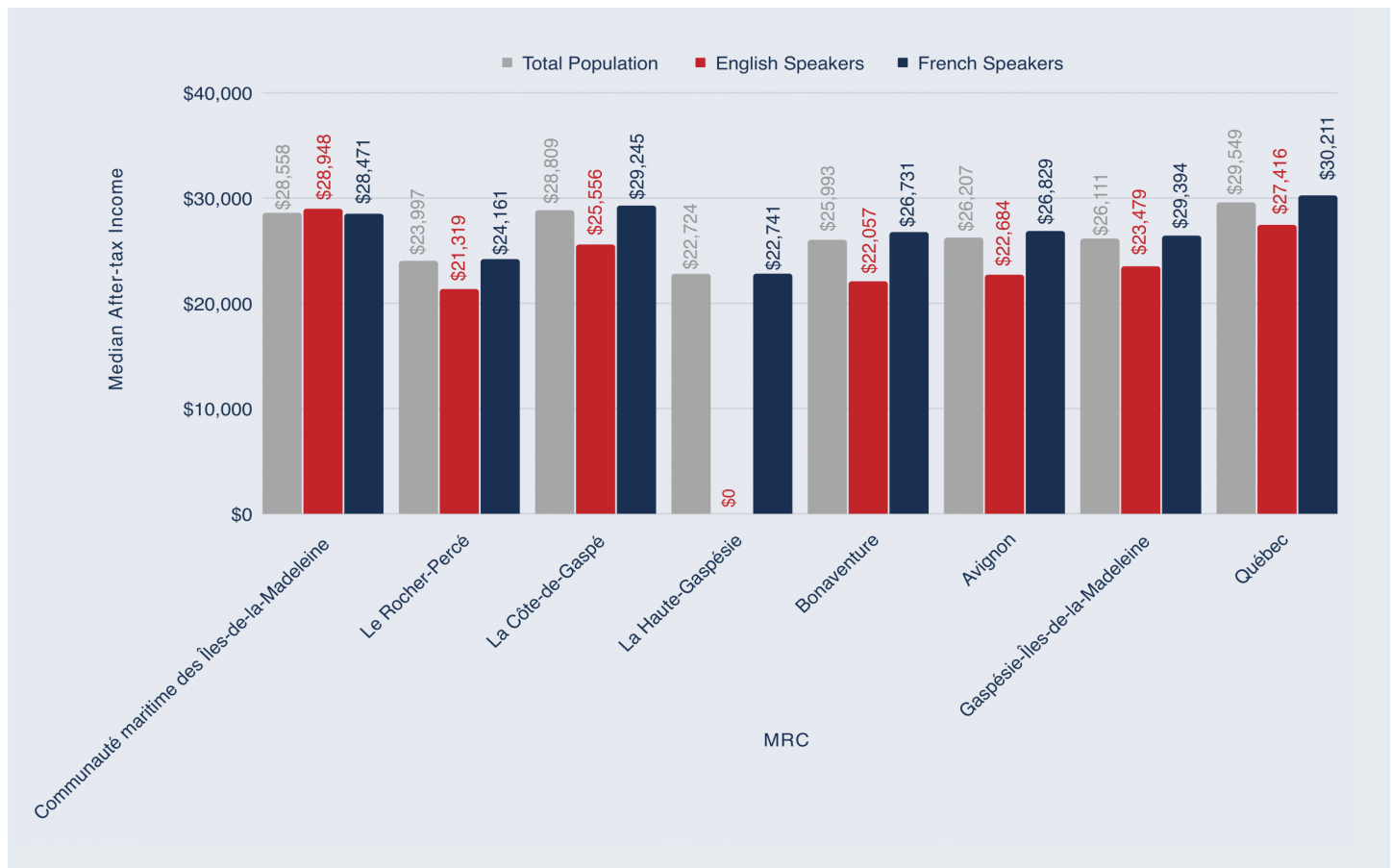
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

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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.

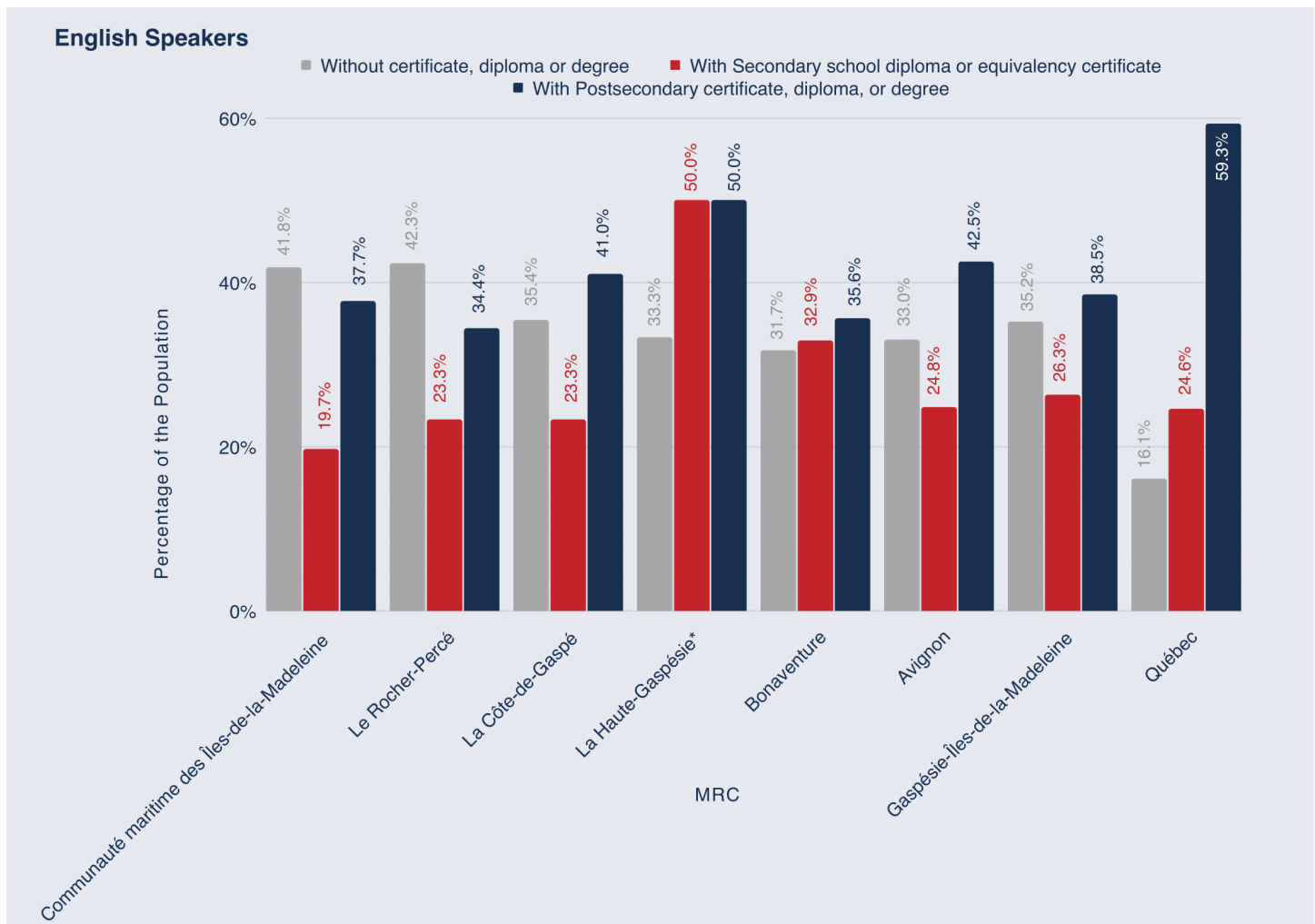# Education

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 barriers they face in obtaining and retaining employment.

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

English speakers in Gaspésie-Îles-de-la-Madeleine have one of the lowest rates of postsecondary achievement in the province (38.5% compared to the provincial average of 59.3%), and one of the highest rates of no educational attainment (35.2% compared to a provincial average of 16.1%).

French speakers in the region have significantly higher levels of postsecondary achievement than English speakers (51% compared to 38.5%).

Graph 15a: Educational Attainment in Gaspésie-Îles-de-la-Madeleine by MRC

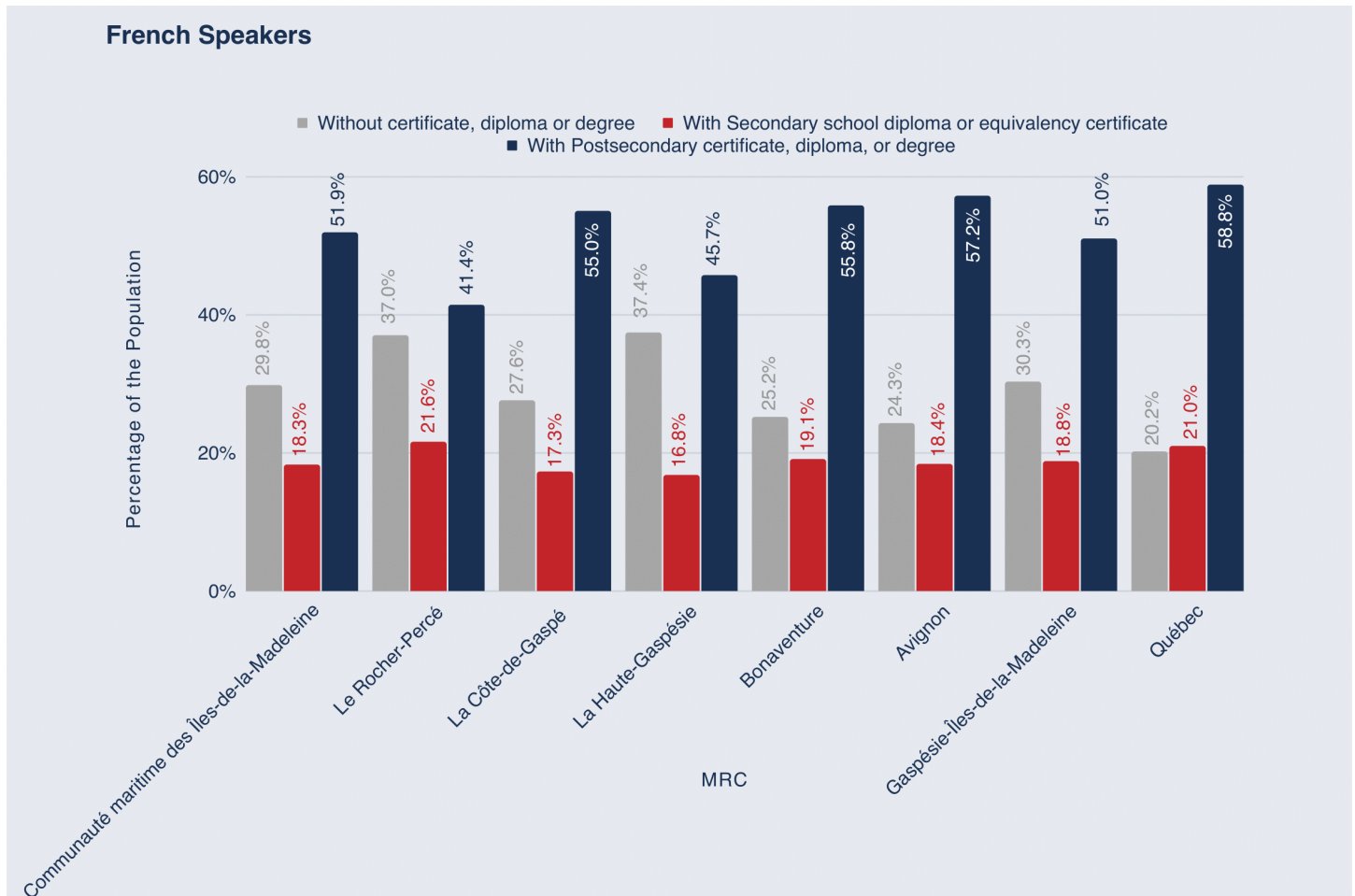Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

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

EDUCATION

Graph 15b: Educational Attainment in Gaspésie-Îles-de-la-Madeleine by MRC

French Speakers

■ Without certificate, diploma or degree   ■ With Secondary school diploma or equivalency certificate
■ With Postsecondary certificate, diploma, or degree

Percentage of the Population

MRC	Without certificate, diploma or degree	With Secondary school diploma or equivalency certificate	With Postsecondary certificate, diploma, or degree
Communauté maritime des Îles-de-la-Madeleine	29.8%	18.3%	51.9%
Le Rocher-Percé	37.0%	21.6%	41.4%
La Côte-de-Gaspé	27.6%	17.3%	55.0%
La Haute-Gaspésie	37.4%	16.8%	45.7%
Bonaventure	25.2%	19.1%	55.8%
Avignon	24.3%	18.4%	57.2%
Gaspésie-Îles-de-la-Madeleine	30.3%	18.8%	51.0%
Québec	20.2%	21.0%	58.8%

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

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