Employment Profile of English Speakers in Estrie

Provincial Employment Roundtable (PERT)
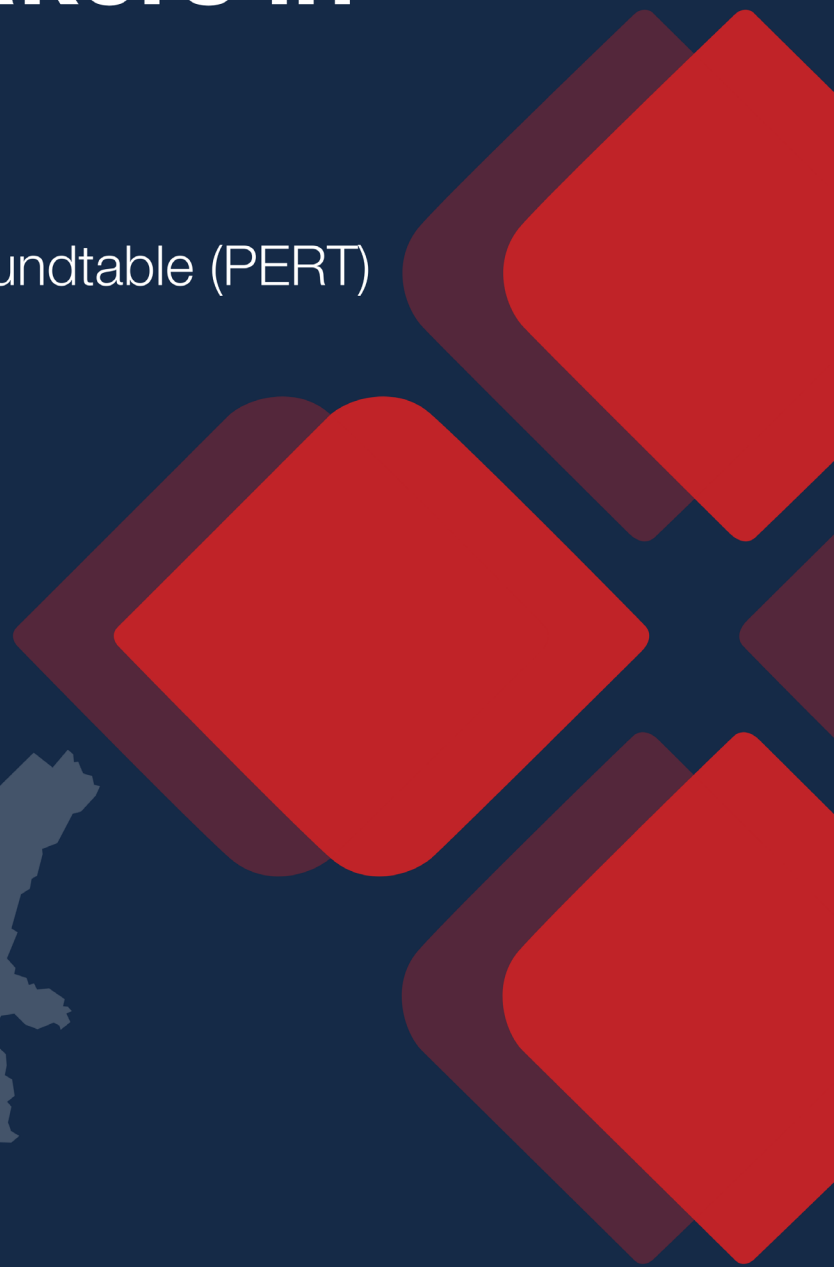
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ACKNOWLEDGEMENTS

Secrétariat aux relations avec les Québécois d'expression anglaise

Québec 🌼🌼🌼🌼

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EXECUTIVE SUMMARY

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

- The population of Estrie is 452,435 individuals; 36,840 are English speakers.

- English speakers are under-represented in the labour force of Estrie: English speakers represent 7.7% of the labour force compared to 8.1% of the population.

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

- English-speaking men make up a greater share of the labour force (4.1%) than English-speaking women (3.6%).

- The main industries in which English speakers in Estrie are employed are manufacturing, education, and retail. English speakers have a higher engagement in education and a lesser engagement in health care compared to the total population.

- English speakers in Estrie experience a higher unemployment rate than French speakers (7.1% compared to 6.1%). Both of these are below the provincial unemployment rate of 7.2%.

- Youth aged 15-24 experience the highest unemployment rate in the region. English-speaking youth experience a higher unemployment rate than French-speaking youth (13.3% compared to 10.8%).

- English-speaking women experience a higher unemployment rate than English-speaking men (7.4% compared to 6.8%) which is not the case in the majority of regions in Québec, nor in the province as a whole.

- The majority of both English speakers (53.8%) and French speakers (53.6%) are engaged in part-time work.

- English speakers earn a significantly lower median after-tax income than French speakers in Estrie ($24,153 compared to $28,175).

- English speakers in Estrie have significantly lower levels of postsecondary attainment (46.6%) compared to French speakers in the region (56%).

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 expanded boundaries of the Estrie administrative region, effective as of July 28th, 2021. The boundaries were expanded to include the MRCs of Brome-Missisquoi and la Haute-Yamaska, which were previously part of the Montérégie 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

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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

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

8.1%

Estrie

The population of Estrie is 452,435. The English-speaking community comprises 36,840 individuals, or 8.1% of the region's total population.[3]
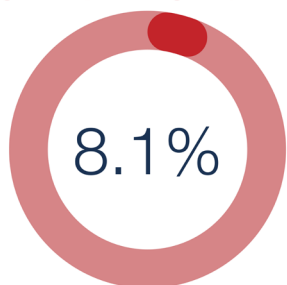
Brome-Missisquoi has the largest population of English speakers in the region (10,540) followed by Sherbrooke (8,655).

Graph 1: Total Population of Estrie by MRC

■ English as First Official Language Spoken (FOLS)   ■ French as First Official Language Spoken (FOLS)

Percentage of the Population

MRC	French %	French n	English %	English n
Le Granit	98.7%	20,755	1.2%	255
Les Sources	96.5%	13,293	3.4%	475
Le Haut-Saint-François	89.2%	19,525	10.8%	2,365
Le Val-Saint-François	93.3%	27,935	6.7%	2,010
Sherbrooke	93.8%	146,533	5.5%	8,655
Coaticook	89.4%	16,165	10.6%	1,915
Memphrémagog	84.8%	41,560	15.1%	7,425
Brome-Missisquoi	81.3%	46,035	18.6%	10,540
La Haute-Yamaska	96.0%	82,355	3.7%	3,200
Estrie	91.5%	414,140	8.1%	36,840
Québec	85.3%	6,795,278	13.8%	1,097,920

MRC

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

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

POPULATION

Age Structure of Population

Among English speakers in Estrie, individuals aged 45-64 represent the largest portion of the population. Among English speakers in Québec as a whole, however, individuals aged 25-44 represent the largest portion of the population.

Among French speakers, the largest age group in both Estrie and Québec as a whole are individuals aged 45-64.

In Sherbrooke, there are more English speakers aged 25-44 than 45-64. This is the only MRC where this is the case.

Graph 2a: Age Structure of Estrie's Population by MRC
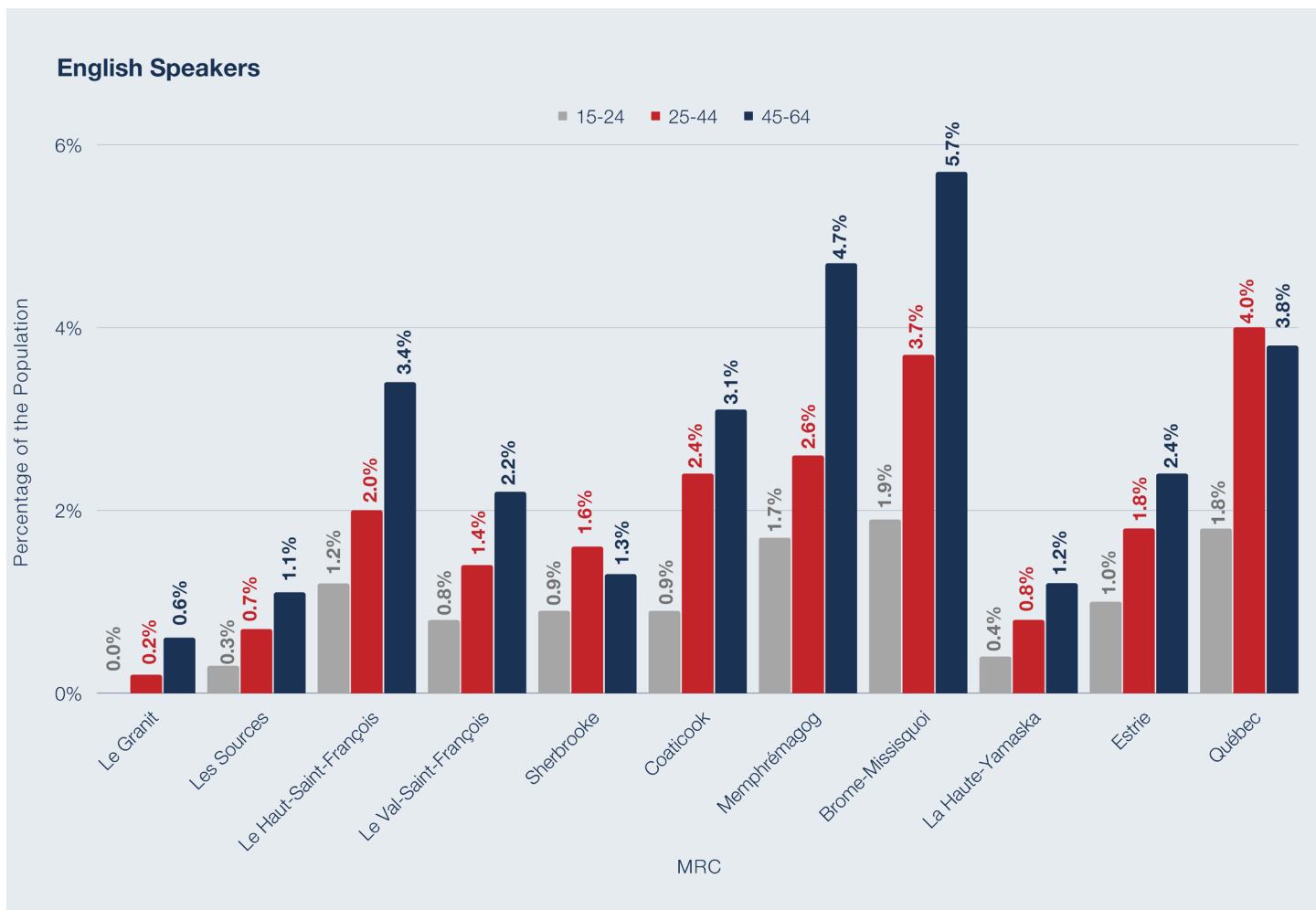
English Speakers

Legend: ■ 15-24 ■ 25-44 ■ 45-64

Y-axis: Percentage of the Population (0% to 6%)

X-axis (MRC):

MRC	15-24	25-44	45-64
Le Granit	0.0%	0.2%	0.6%
Les Sources	0.3%	0.7%	1.1%
Le Haut-Saint-François	1.2%	2.0%	3.4%
Le Val-Saint-François	0.8%	1.4%	2.2%
Sherbrooke	0.9%	1.6%	1.3%
Coaticook	0.9%	2.4%	3.1%
Memphrémagog	1.7%	2.6%	4.7%
Brome-Missisquoi	1.9%	3.7%	5.7%
La Haute-Yamaska	0.4%	0.8%	1.2%
Estrie	1.0%	1.8%	2.4%
Québec	1.8%	4.0%	3.8%

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

POPULATION

Graph 2b: Age Structure of Estrie's Population by MRC
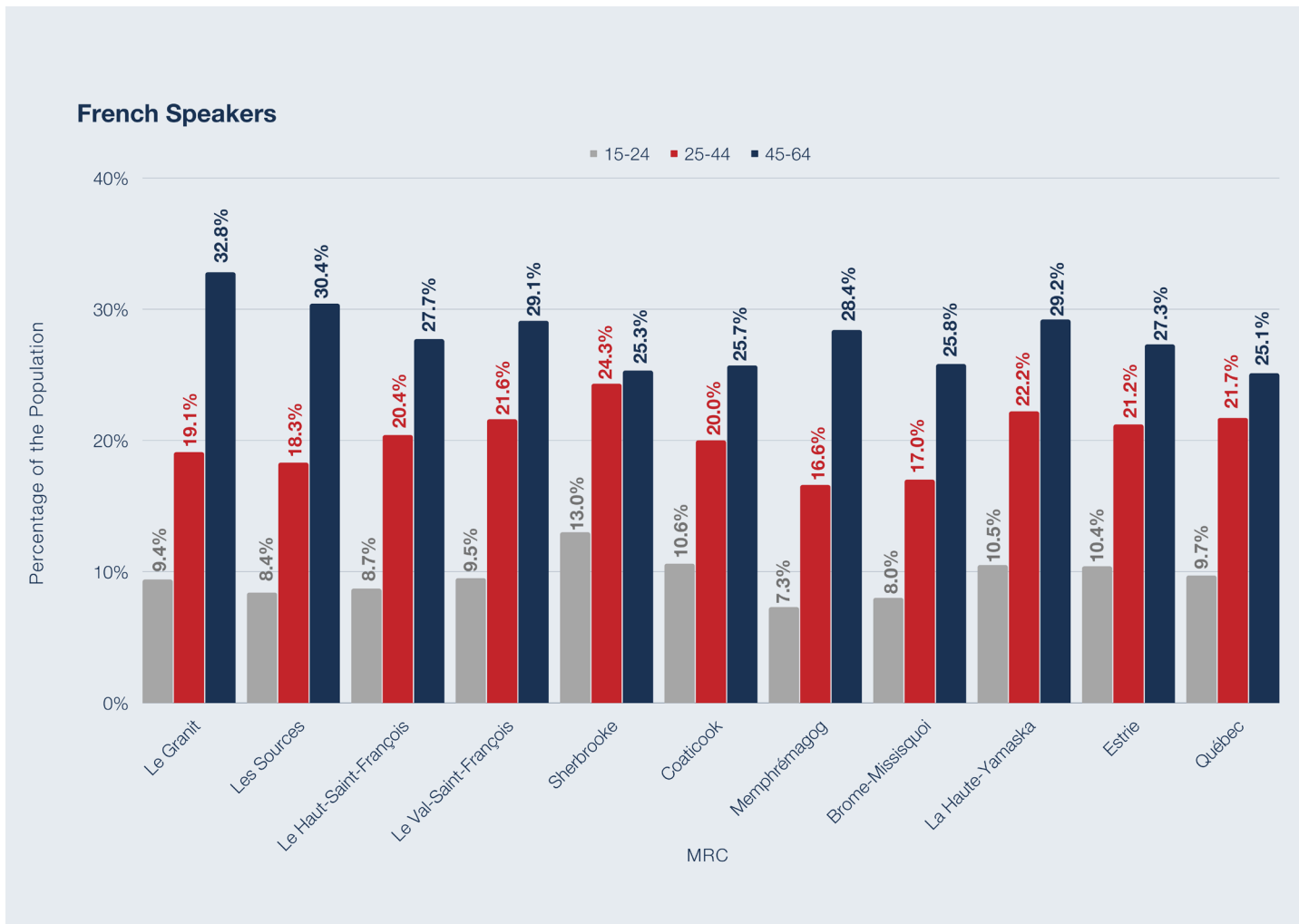
French Speakers

Legend: ■ 15-24 ■ 25-44 ■ 45-64

MRC	15-24	25-44	45-64
Le Granit	9.4%	19.1%	32.8%
Les Sources	8.4%	18.3%	30.4%
Le Haut-Saint-François	8.7%	20.4%	27.7%
Le Val-Saint-François	9.5%	21.6%	29.1%
Sherbrooke	13.0%	24.3%	25.3%
Coaticook	10.6%	20.0%	25.7%
Memphrémagog	7.3%	16.6%	28.4%
Brome-Missisquoi	8.0%	17.0%	25.8%
La Haute-Yamaska	10.5%	22.2%	29.2%
Estrie	10.4%	21.2%	27.3%
Québec	9.7%	21.7%	25.1%

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

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

POPULATION

Sex Structure of Population

There are approximately the same number of English-speaking men and women in Estrie; each represents 4.1% of the region's total population.

The MRC le Haut-Saint-François observes the largest gap between English-speaking men and women; English-speaking men represent 5.6% of the population, and English-speaking women represent 5.2% of the population.

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

Percentage of the Population — MRC

Legend: ■ English Speakers Male ■ English Speakers Female ■ French Speakers Male ■ French Speakers Female

MRC	English Speakers Male	English Speakers Female	French Speakers Male	French Speakers Female
Le Granit	0.6%	0.7%	50.7%	48.0%
Les Sources	1.7%	1.7%	49.1%	47.4%
Le Haut-Saint-François	5.6%	5.2%	46.0%	43.2%
Le Val-Saint-François	3.5%	3.2%	47.9%	45.4%
Sherbrooke	2.7%	2.8%	46.1%	47.7%
Coaticook	5.3%	5.3%	45.7%	43.6%
Memphrémagog	7.5%	7.6%	42.1%	42.6%
Brome-Missisquoi	9.3%	9.3%	40.5%	40.8%
La Haute-Yamaska	1.9%	1.8%	47.5%	48.5%
Estrie	4.1%	4.1%	45.6%	45.9%
Québec	6.9%	6.8%	42.2%	43.1%

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

Economic Structure

ECONOMIC STRUCTURE

Estrie is designated as a manufacturing-oriented region according to Québec's Economic Development Index.[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. As of 2018, Estrie has a score of 94.0 (below average), but an increase of 1.6 index points from its 2013 score.[5]

Estrie produces consumer products (e.g. furniture) and processes more complex products (e.g. plastic and rubber).[6] While some industries in the region, such as paper manufacturing, are in decline, others, such as machine manufacturing, are expected to grow. Further, Estrie has carved out several specialties, such as the transformation of wood products (into, e.g., furniture) and the production of biomass and biotechnology, some of which make use of the resources associated with the industries in decline. The region is additionally well-positioned both to export these goods to the United States and to serve as a conduit with the United States, owing to its geographical location and its reputation for English proficiency.

The service sector, however, is the largest sector in the region. Major industries include health and social assistance, as well as education. Estrie, and particularly Sherbrooke, is a hub for postsecondary education, as it houses Université de Sherbrooke and Bishop's University. The region also boasts a modest tourism sector. Outdoor activities (e.g. hiking, agritourism) are popular attractions, as are the wineries, spas, and small towns that populate the Eastern Townships.

From 2013-2017 sales of manufactured goods produced in the region increased by an average of 1.4% per year, compared to a provincial yearly growth rate of 3%. Around the same period (2016-2020) private investment in Estrie decreased by an annual average of 0.4%, compared to a provincial growth in private investment of 1.7% annually.[7] Projects such as the construction of a plant for paper towels and toilet paper in Sherbrooke, as well as publicly funded projects such as the extension of the 410 autoroute between Sherbrooke and Lennoxville, finished around 2021.[8]

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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. Ministère de l'Économie et de l'Innovation du Québec. "Région Estrie: Structure économique," (2021). Retrieved from: https://www.economie.gouv.qc.ca/pages-regionales/estrie/portrait-regional/structure-economique/

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

8. François Dupuis, Mathieu D'Anjou, and Chantal Routhier. "Études régionales: Région administrative de l'Estrie," (2019). Desjardins. Retrieved from: https://www.desjardins.com/ressources/pdf/19Estrie-f.pdf?resVer=1574169595000, page 9.

Industries

INDUSTRIES

Top Industries for Total Population

In 2020, the manufacturing sector in Estrie accounted for 18.1% of jobs in the region, compared to 11.6% within the province as a whole. Estrie has one of the largest manufacturing sectors (by share of jobs, rather than number of jobs) in the province.

The main source of employment within the region is the services sector, however, accounting for 71.7% of jobs compared to 79.9% of jobs provincially.[9] The services sector encompasses a vast array of occupations and industries ranging from health care and finance to retail and education.

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.

Manufacturing

18.1%

Services

71.7%

Graph 4: Top 10 Industries in Estrie for Total Population
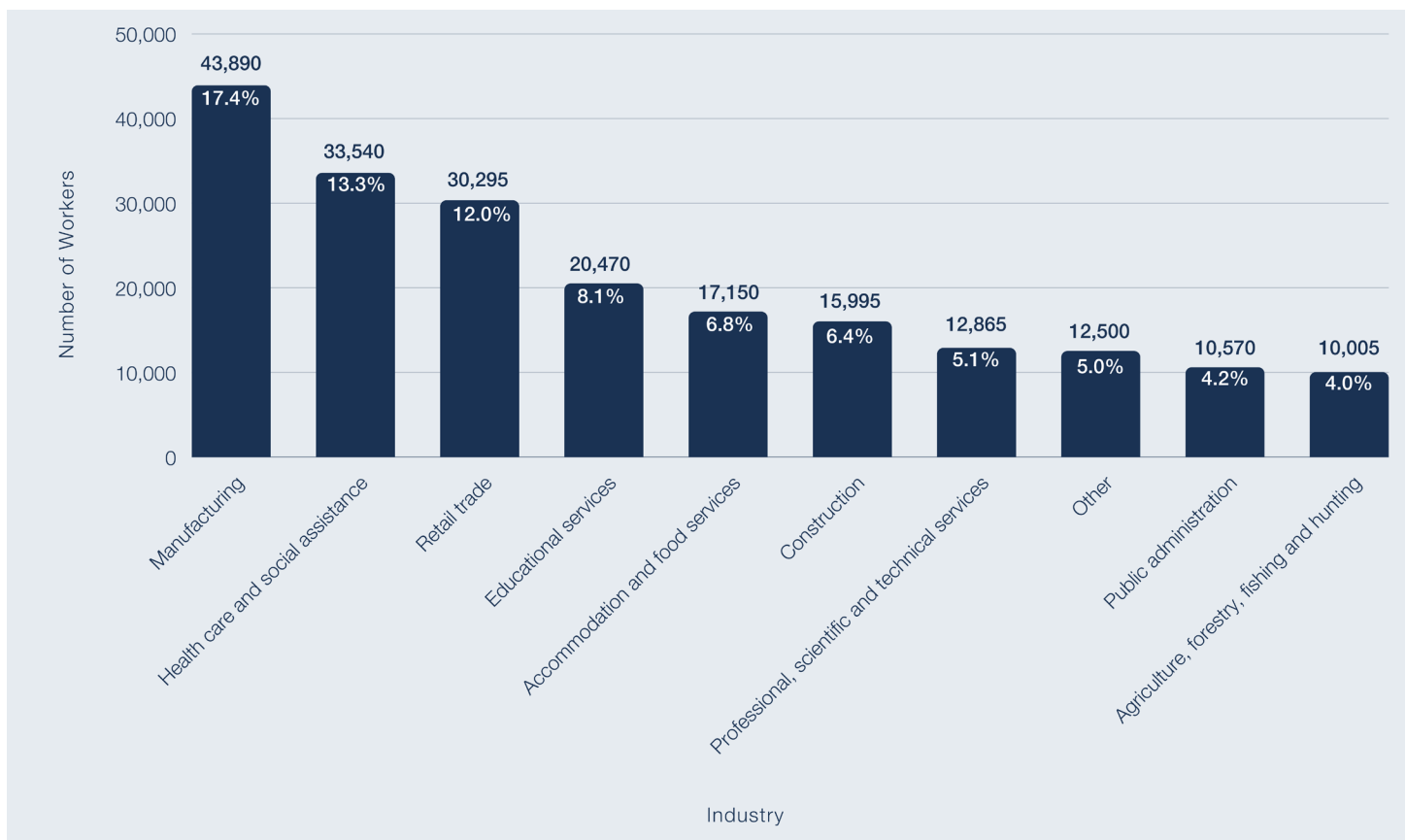
Number of Workers

Industry	Value	%
Manufacturing	43,890	17.4%
Health care and social assistance	33,540	13.3%
Retail trade	30,295	12.0%
Educational services	20,470	8.1%
Accommodation and food services	17,150	6.8%
Construction	15,995	6.4%
Professional, scientific and technical services	12,865	5.1%
Other	12,500	5.0%
Public administration	10,570	4.2%
Agriculture, forestry, fishing and hunting	10,005	4.0%

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

9. Ministère de l'Économie et de l'Innovation du Québec. "Région Estrie: Structure économique." (2021). Retrieved from: https://www.economie.gouv.qc.ca/pages-regionales/estrie/portrait-regional/structure-economique/

INDUSTRIES

Top Industries for English Speakers

Compared to the total population of Estrie, English speakers have proportionally higher engagement in the education industry.

English speakers have proportionally lower engagement in the health care and social assistance industry.

Typical occupations in education include elementary, secondary school, CEGEP, and university teachers, and educational support and administrative staff.

Industries categorized as "other" include repair services and religious organizations.

Graph 5: Top 10 Industries in Estrie for English Speakers by Number of Workers
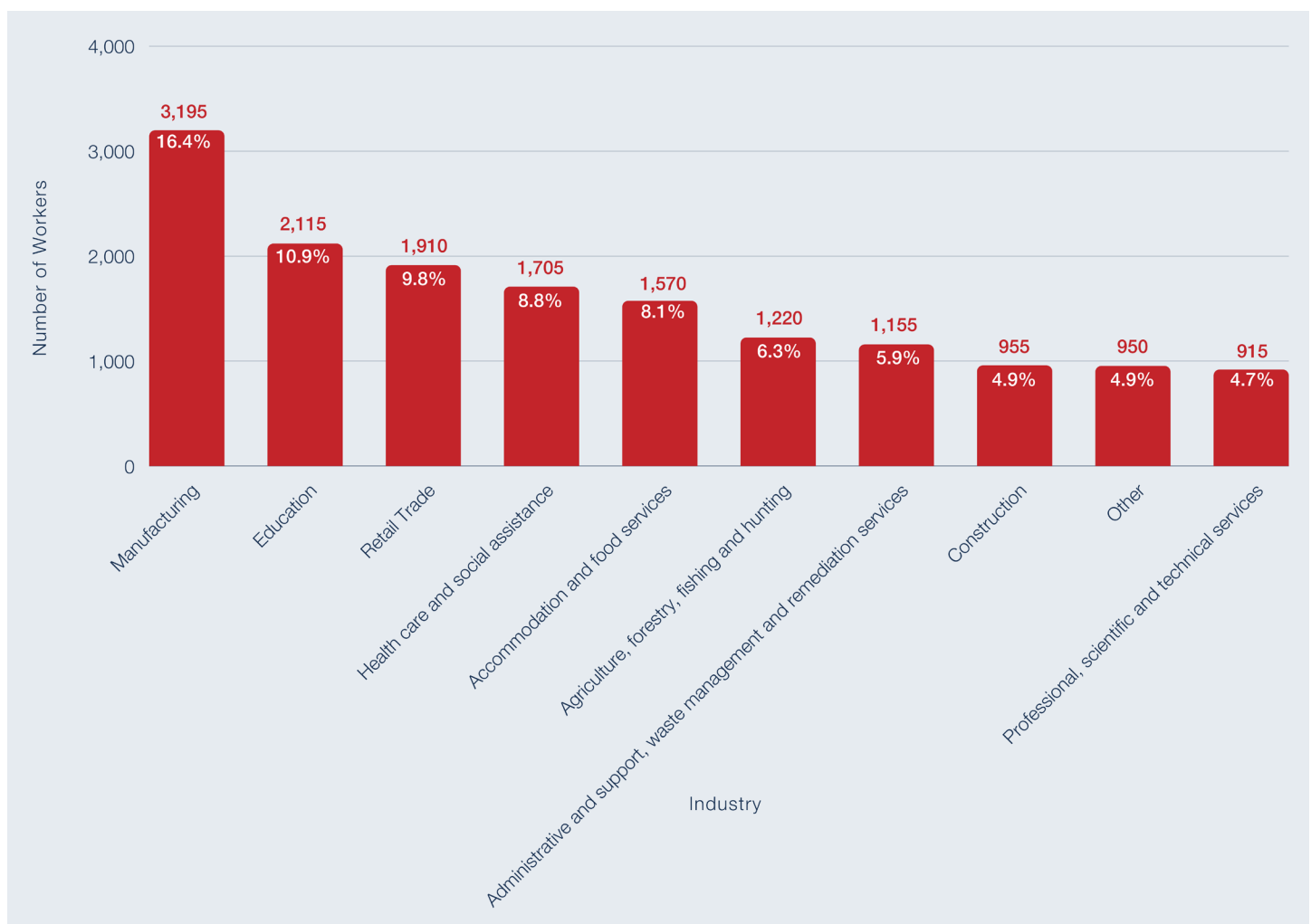
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

INDUSTRIES

Map 1: Top Industries in Estrie for English Speakers

Agriculture, forestry, fishing and hunting (20.8%)
Manufacturing (14.6%)
Retail trade (8.3%)

Industry (Percentage of English speakers working in industry)

Agriculture, forestry, fishing and hunting (16.1%)
Manufacturing (13.7%)
Educational services (12.9%)

Manufacturing (21.1%)
Agriculture, forestry, fishing and hunting (13.2%)
Health care and social assistance (11.8%)

Manufacturing (23.7%)
Retail trade (12.5%)
Accommodation and food services (11%)

Les Sources

Le Val-Saint-François

Le Granit

Le Haut-Saint-François

Sherbrooke

La Haute-Yamaska

Manufacturing (17.7%)
Retail trade (10.7%)
Agriculture, forestry, fishing and hunting (8.2%)

Brome-Missisquoi

Memphrémagog

Coaticook

Manufacturing (29.2%)
Accommodation and food services (12.5%)
Agriculture, forestry, fishing and hunting (8.3%)

Educational services (20.6%)
Manufacturing (12.3%)
Accommodation and food services (9.8%)

Manufacturing (14.7%)
Retail trade (9.6%)
Accommodation and food services (9.6%)

Manufacturing (19.6%)
Educational services (11.3%)
Agriculture, forestry, fishing and hunting (10.8%)

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 represent 8.1% of the total population in Estrie, but only 7.7% of the region's labour force.

17,865 people out of the 232,635-person labour force in Estrie are English speakers.

In eight of the nine MRCs, English speakers represent a lower share of the labour force than of the population.

Les Sources is the only MRC where English speakers make up a larger proportion of the region's labour force (3.6%) than the total population (3.4%).

Graph 6a: Labour Force of Estrie by MRC

English Speakers

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

Y-axis: Percentage of the Population (0%, 5%, 10%, 15%, 20%)

MRC	English Speakers within Labour Force	Share of English Speakers in Population
Le Granit	1.1% (113)	1.2%
Les Sources	3.6% (220)	3.4%
Le Haut-Saint-François	10.6% (1,160)	10.8%
Le Val-Saint-François	6.3% (978)	6.7%
Sherbrooke	5.2% (4,223)	5.5%
Coaticook	9.7% (955)	10.6%
Memphrémagog	14.4% (3,528)	15.1%
Brome-Missisquoi	17.7% (5,110)	18.6%
La Haute-Yamaska	3.5% (1,575)	3.7%
Estrie	7.7% (17,865)	8.1%
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 Estrie 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
Le Granit	99.0% (10,363)	98.7%
Les Sources	96.5% (5,860)	96.5%
Le Haut-Saint-François	89.3% (9,770)	89.2%
Le Val-Saint-François	93.7% (14,428)	93.3%
Sherbrooke	94.7% (77,433)	93.8%
Coaticook	90.3% (8,875)	89.4%
Memphrémagog	85.5% (20,998)	84.8%
Brome-Missisquoi	82.2% (23,740)	81.3%
La Haute-Yamaska	96.3% (43,080)	96.0%
Estrie	92.2% (214,535)	91.5%
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

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

In Sherbrooke, individuals aged 25-44 make up a larger portion of the labour force, within both linguistic communities. This is the only MRC where this is the case.

Graph 7a: Age Structure of the Estrie's Labour Force by MRC
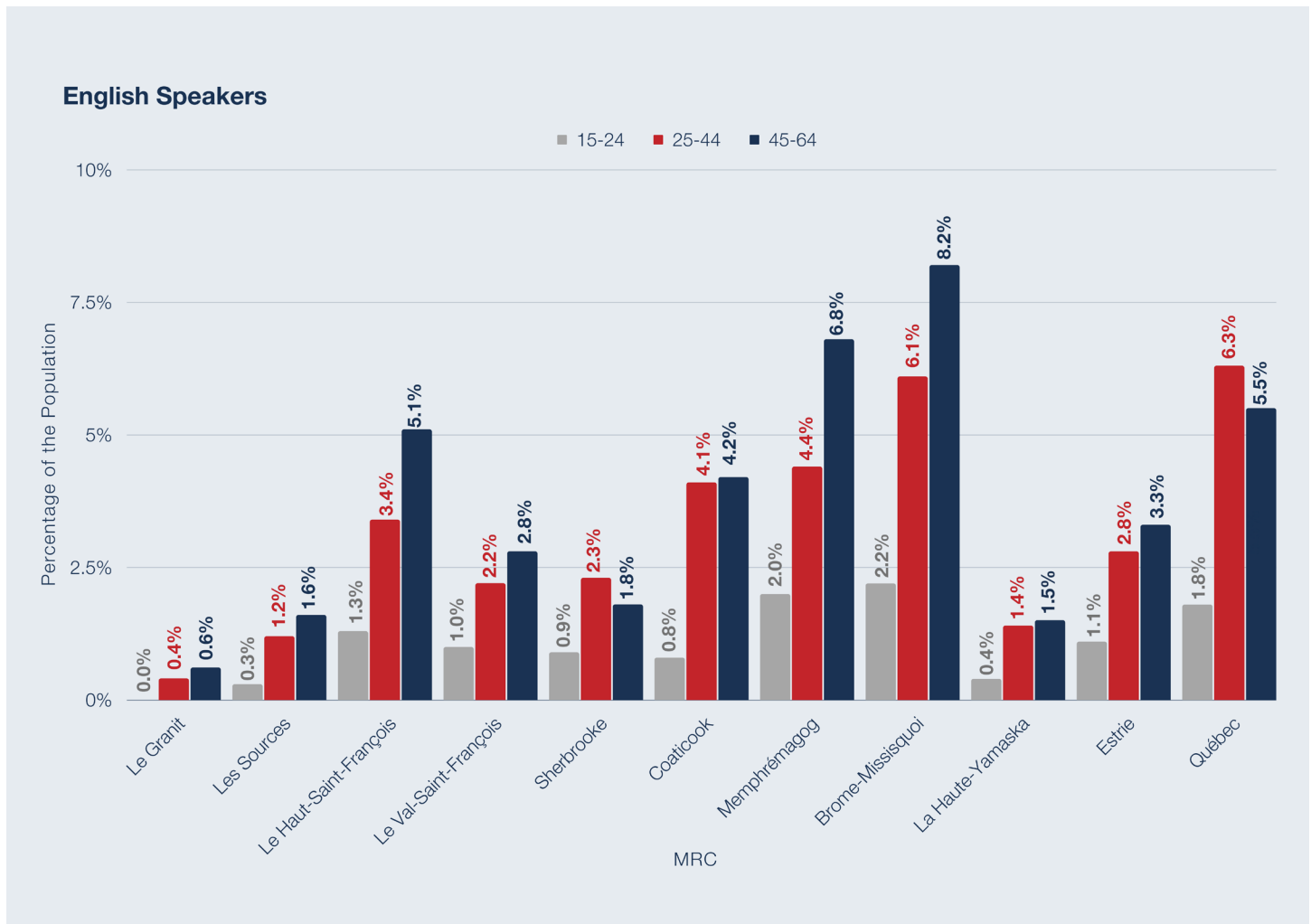
English Speakers

Legend: ■ 15-24 ■ 25-44 ■ 45-64

Y-axis: Percentage of the Population (0% to 10%)
X-axis: MRC

MRC	15-24	25-44	45-64
Le Granit	0.0%	0.4%	0.6%
Les Sources	0.3%	1.2%	1.6%
Le Haut-Saint-François	1.3%	3.4%	5.1%
Le Val-Saint-François	1.0%	2.2%	2.8%
Sherbrooke	0.9%	2.3%	1.8%
Coaticook	0.8%	4.1%	4.2%
Memphrémagog	2.0%	4.4%	6.8%
Brome-Missisquoi	2.2%	6.1%	8.2%
La Haute-Yamaska	0.4%	1.4%	1.5%
Estrie	1.1%	2.8%	3.3%
Québec	1.8%	6.3%	5.5%

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

LABOUR FORCE

Graph 7b: Age Structure of Estrie's Labour Force by MRC
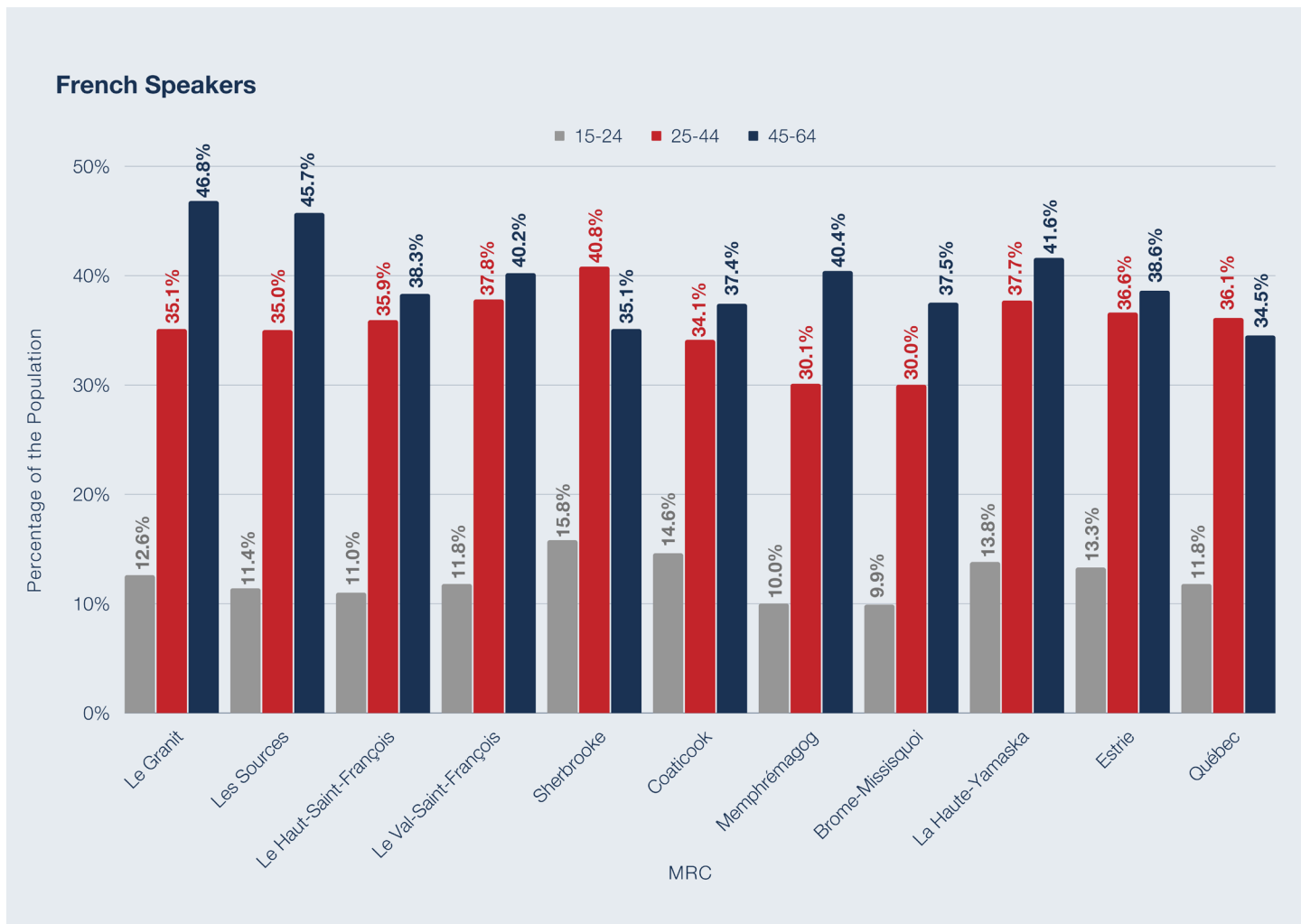
French Speakers

Legend: ■ 15-24 ■ 25-44 ■ 45-64

MRC	15-24	25-44	45-64
Le Granit	12.6%	35.1%	46.8%
Les Sources	11.4%	35.0%	45.7%
Le Haut-Saint-François	11.0%	35.9%	38.3%
Le Val-Saint-François	11.8%	37.8%	40.2%
Sherbrooke	15.8%	40.8%	35.1%
Coaticook	14.6%	34.1%	37.4%
Memphrémagog	10.0%	30.1%	40.4%
Brome-Missisquoi	9.9%	30.0%	37.5%
La Haute-Yamaska	13.8%	37.7%	41.6%
Estrie	13.3%	36.6%	38.6%
Québec	11.8%	36.1%	34.5%

Percentage of the Population — MRC
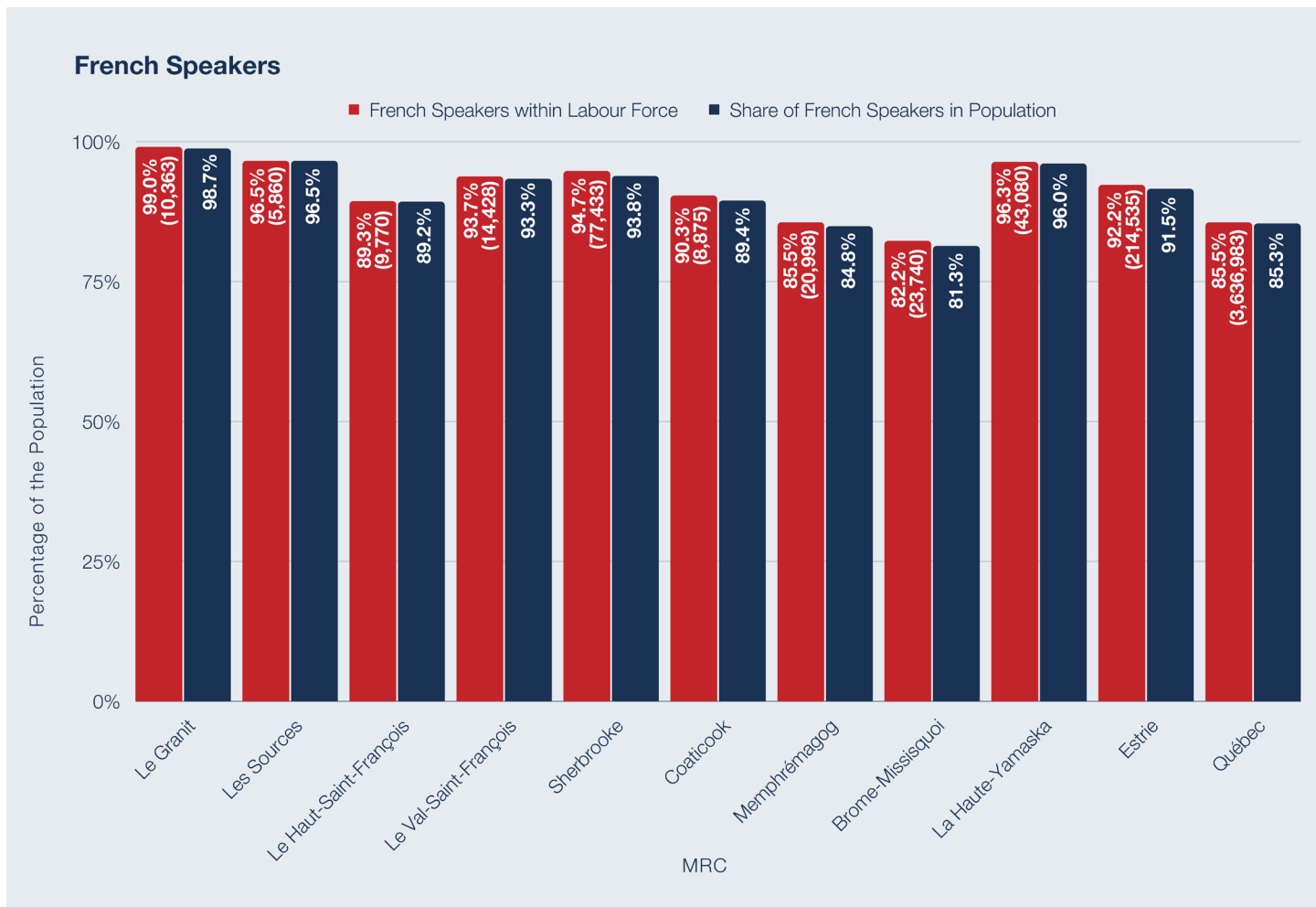
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

LABOUR FORCE

Sex Structure of Labour Force

Although English-speaking men and women both represent 4.1% of the total population in Estrie, English-speaking men represent a larger share of the labour force than English-speaking women (4.1% compared to 3.6%).

In the MRC of le Granit there are more English-speaking women than men in the labour force (0.6% compared to 0.5%), and in les Sources there is parity (each sex represents 1.8% of the labour force).

Among French speakers, there are 3.7% more men than women in the labour force.

In le Granit and les Sources, French-speaking men make up more than half of the labour force (54.1% and 51.4%, respectively). In la Haute-Yamaska they make up exactly 50% of the labour force.

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

English Speakers

■ Male ■ Female

MRC	Male	Female
Le Granit	0.5%	0.6%
Les Sources	1.8%	1.8%
Le Haut-Saint-François	5.9%	4.7%
Le Val-Saint-François	3.6%	2.8%
Sherbrooke	2.7%	2.4%
Coaticook	5.2%	4.5%
Memphrémagog	7.6%	6.8%
Brome-Missisquoi	9.6%	8.1%
La Haute-Yamaska	1.9%	1.7%
Estrie	4.1%	3.6%
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 Estrie's Labour Force by MRC
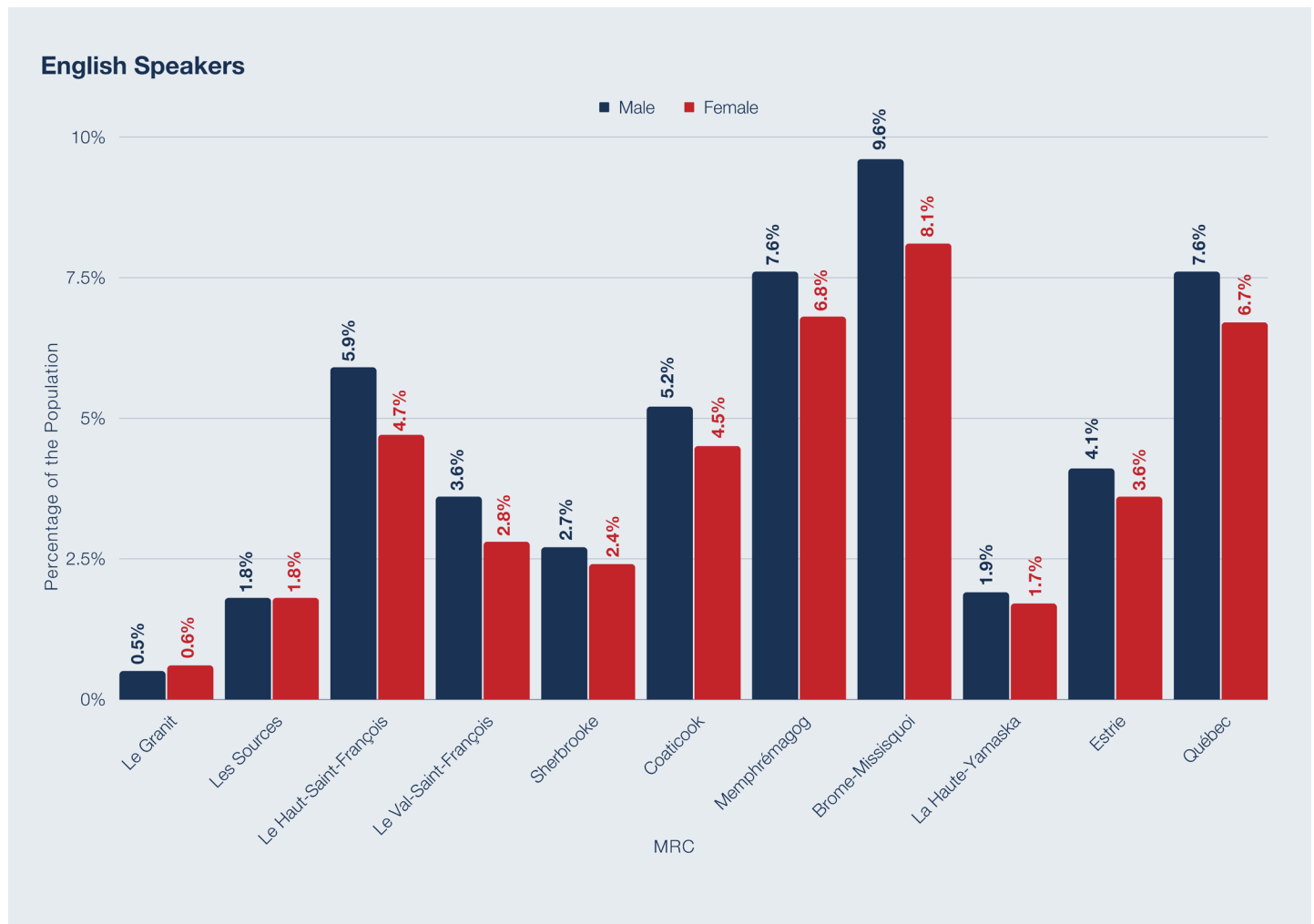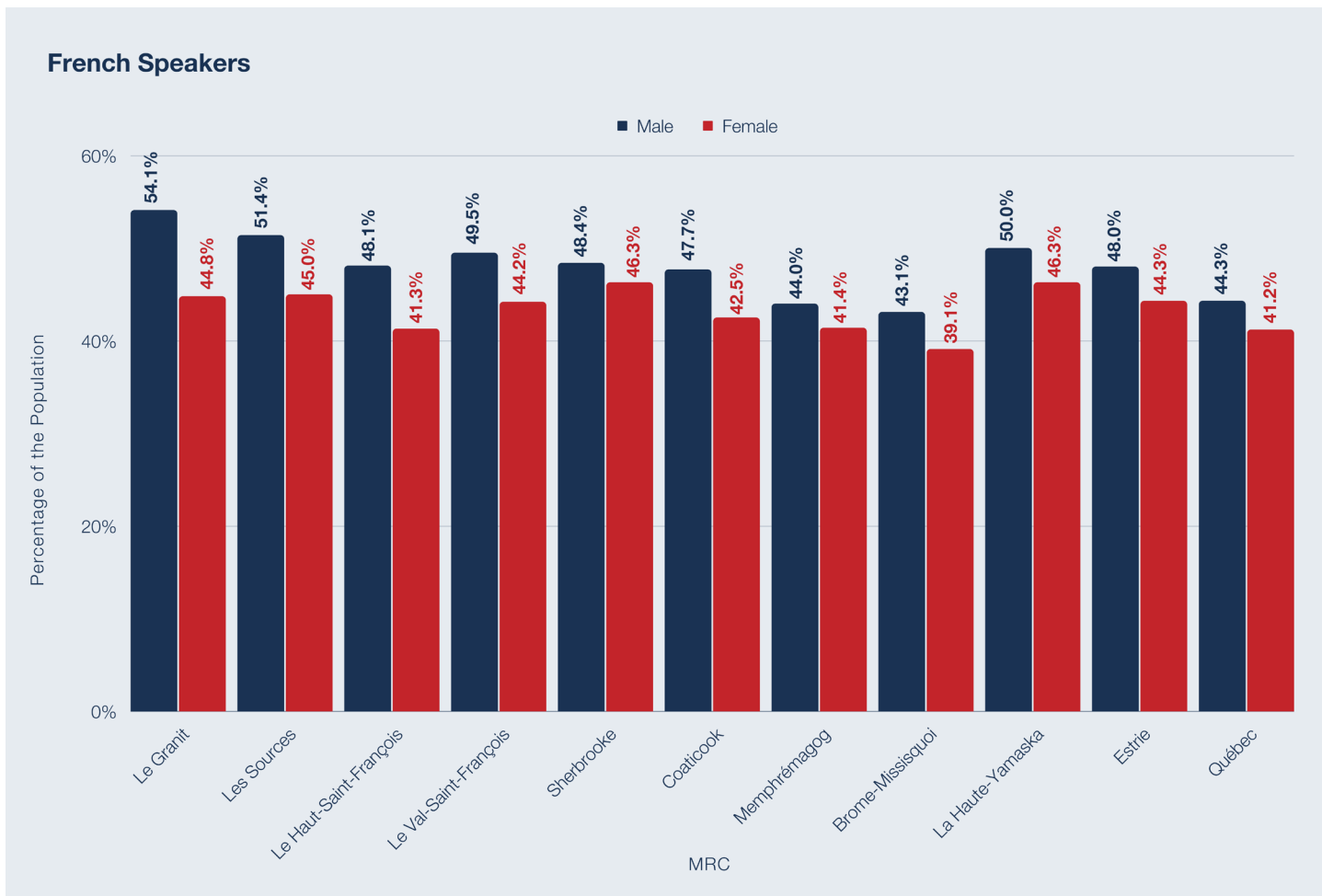
French Speakers

■ Male ■ Female

Percentage of the Population

MRC	Male	Female
Le Granit	54.1%	44.8%
Les Sources	51.4%	45.0%
Le Haut-Saint-François	48.1%	41.3%
Le Val-Saint-François	49.5%	44.2%
Sherbrooke	48.4%	46.3%
Coaticook	47.7%	42.5%
Memphrémagog	44.0%	41.4%
Brome-Missisquoi	43.1%	39.1%
La Haute-Yamaska	50.0%	46.3%
Estrie	48.0%	44.3%
Québec	44.3%	41.2%

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 Estrie experience a higher unemployment rate than French speakers (7.1% compared to 6.1%). Both of these are below the provincial unemployment rate of 7.2%.

English speakers in Sherbrooke and le Granit experience the highest unemployment rate (8.9%), while English speakers in les Sources experience the lowest unemployment rate (4.5%). Notably le Granit and les Sources are the MRCs with the smallest English-speaking communities.

French speakers in Coaticook experience the lowest unemployment rate in the region, at 4.4%.

Graph 9: Unemployment Rate in Estrie by MRC
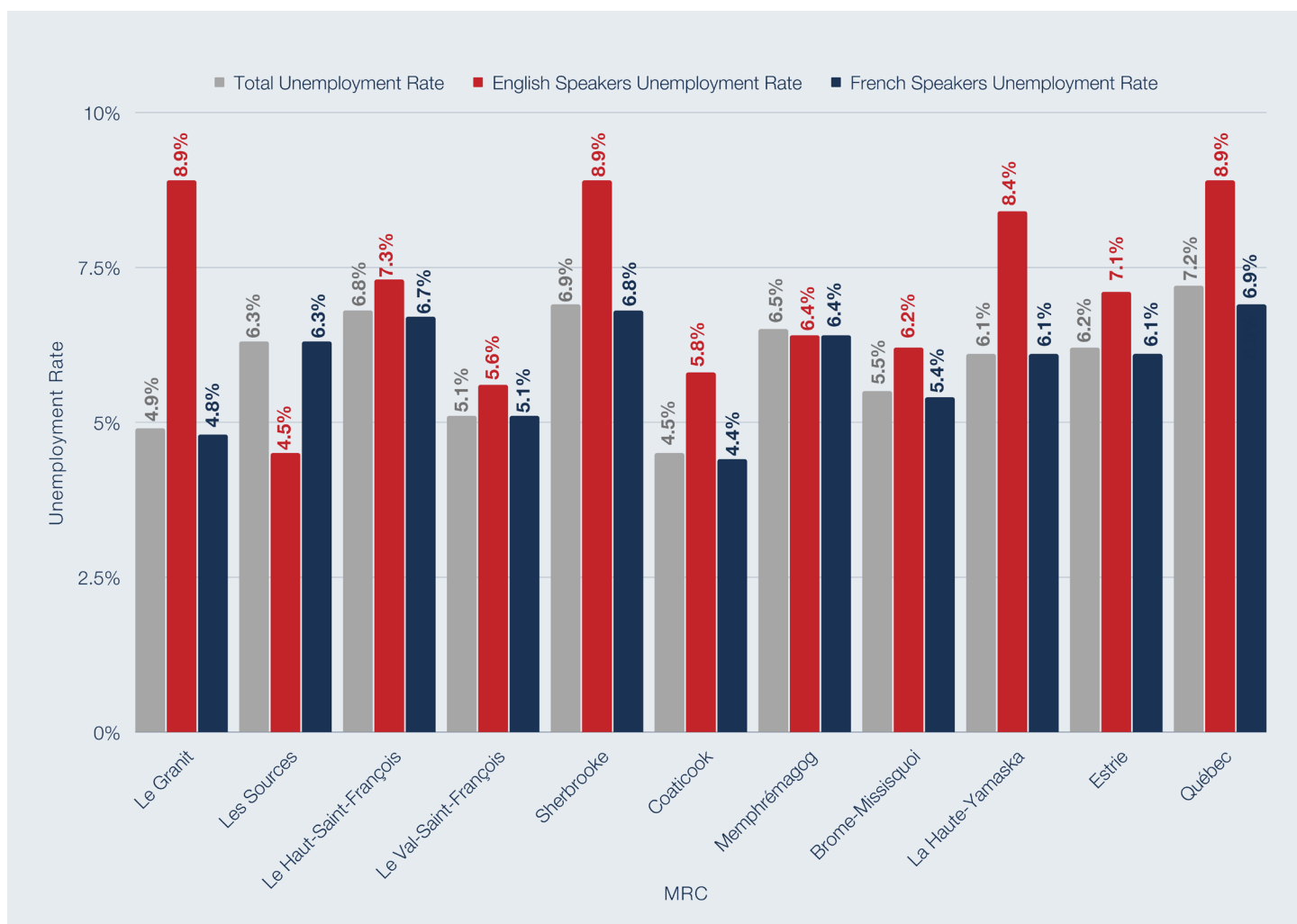
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

UNEMPLOYMENT RATE

Age Structure of Unemployment Rate

Among English speakers, the unemployment rate decreases with age, such that individuals aged 45-64 have the lowest unemployment rate (5.4%) of any English-speaking age group.

Among French speakers, individuals aged 25-44 have the lowest unemployment rate (4.9%).

Youth aged 15-24 experience the highest unemployment rates in the region. English-speaking youth experience a higher unemployment rate than French-speaking youth (13.3% compared to 10.8%).

In le Val-Saint-François and la Haute-Yamaska, English speakers aged 25-44 have a lower unemployment rate than those aged 45-64.

English speakers aged 45-64 in Coaticook experience the lowest unemployment rate of any age-linguistic group, at 2.4%.

Graph 10a: Age Structure of Unemployment Rate in Estrie by MRC
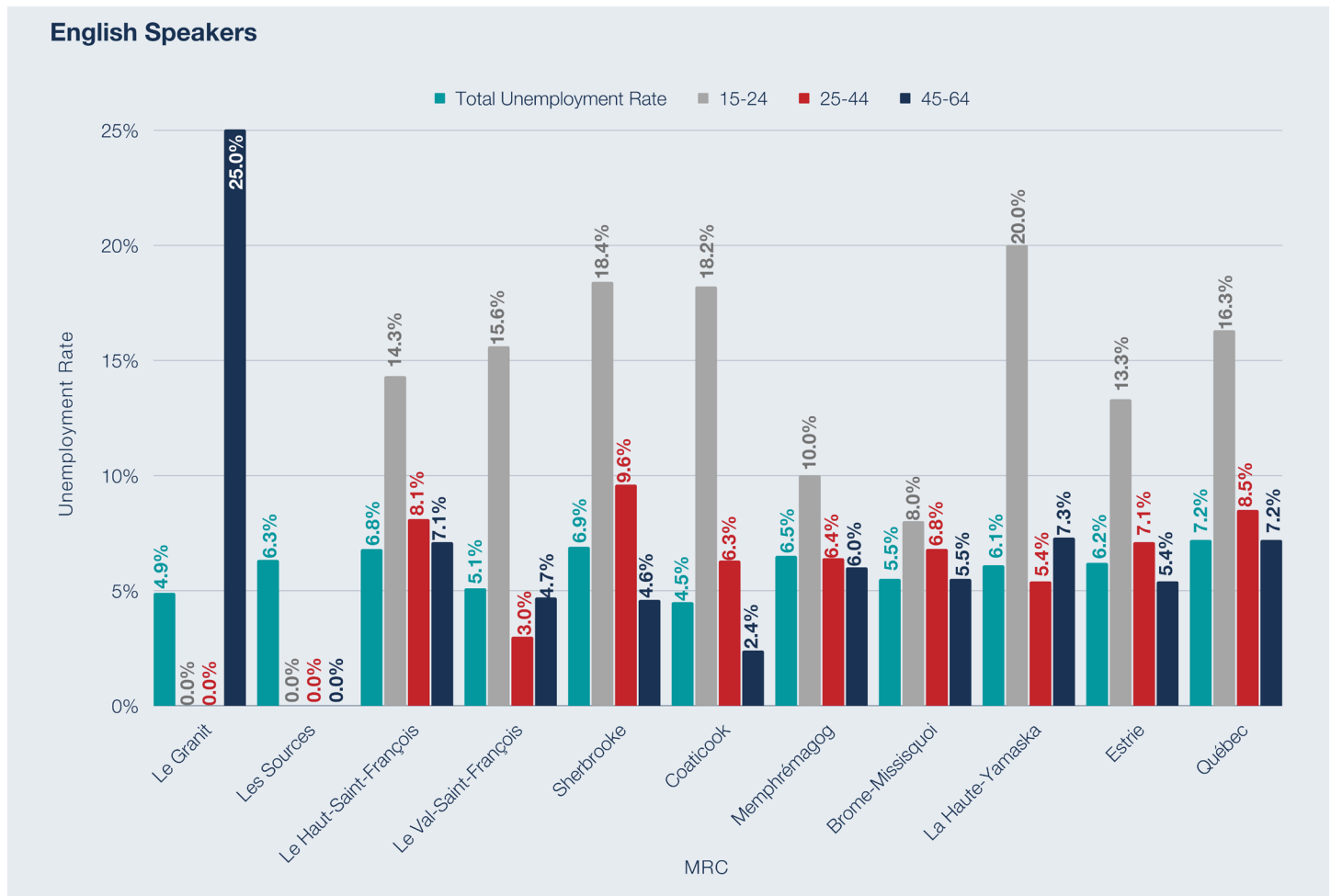
English Speakers

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

MRC	Total Unemployment Rate	15-24	25-44	45-64
Le Granit	4.9%	0.0%	0.0%	25.0%
Les Sources	6.3%	0.0%	0.0%	0.0%
Le Haut-Saint-François	6.8%	14.3%	8.1%	7.1%
Le Val-Saint-François	5.1%	15.6%	3.0%	4.7%
Sherbrooke	6.9%	18.4%	9.6%	4.6%
Coaticook	4.5%	18.2%	6.3%	2.4%
Memphrémagog	6.5%	10.0%	6.4%	6.0%
Brome-Missisquoi	5.5%	8.0%	6.8%	5.5%
La Haute-Yamaska	6.1%	20.0%	5.4%	7.3%
Estrie	6.2%	13.3%	7.1%	5.4%
Québec	7.2%	16.3%	8.5%	7.2%

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

UNEMPLOYMENT RATE

Graph 10b: Age Structure of Unemployment Rate in Estrie by MRC
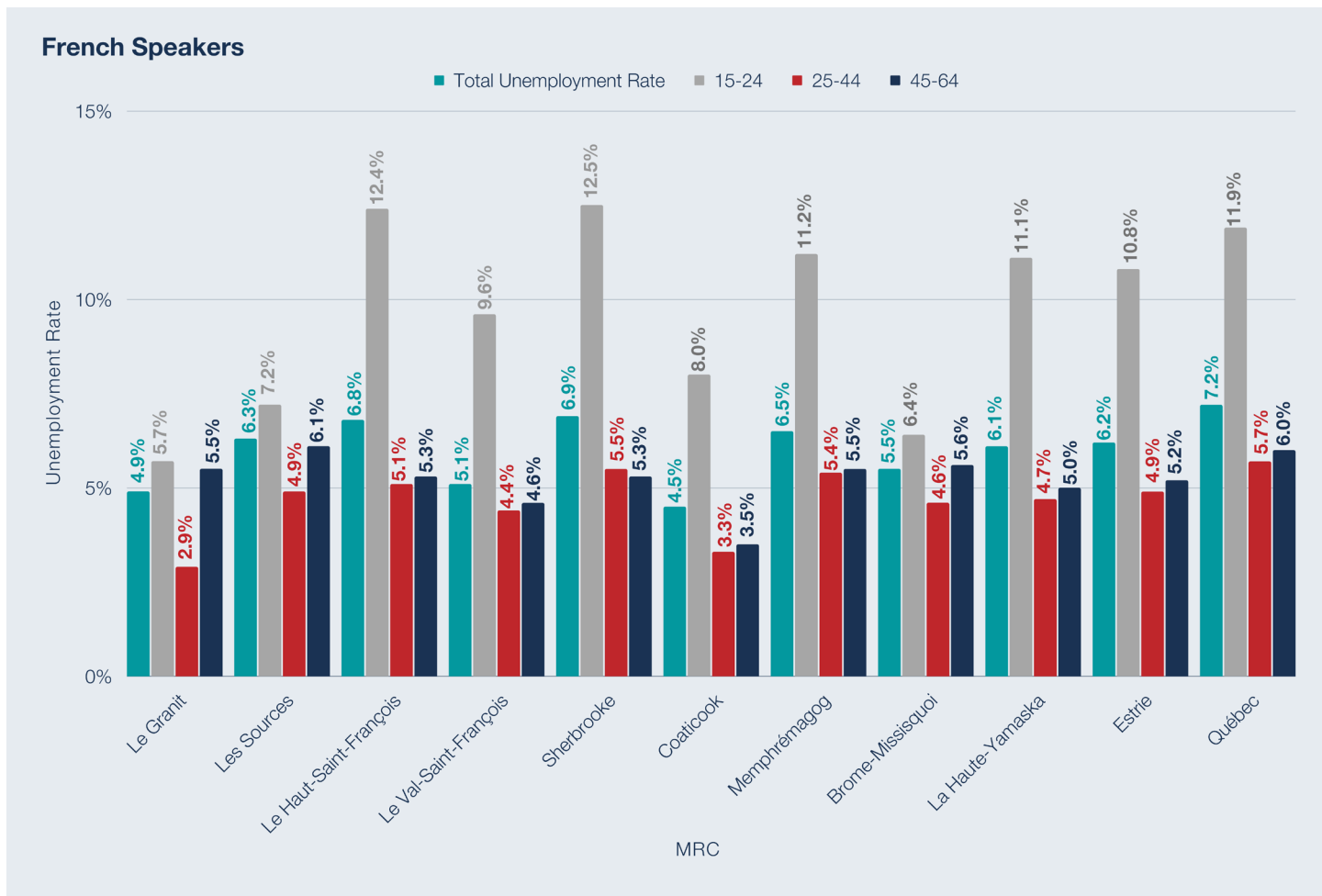
French Speakers

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

MRC	Total Unemployment Rate	15-24	25-44	45-64
Le Granit	4.9%	5.7%	2.9%	5.5%
Les Sources	6.3%	7.2%	4.9%	6.1%
Le Haut-Saint-François	6.8%	12.4%	5.1%	5.3%
Le Val-Saint-François	5.1%	9.6%	4.4%	4.6%
Sherbrooke	6.9%	12.5%	5.5%	5.3%
Coaticook	4.5%	8.0%	3.3%	3.5%
Memphrémagog	6.5%	11.2%	5.4%	5.5%
Brome-Missisquoi	5.5%	6.4%	4.6%	5.6%
La Haute-Yamaska	6.1%	11.1%	4.7%	5.0%
Estrie	6.2%	10.8%	4.9%	5.2%
Québec	7.2%	11.9%	5.7%	6.0%

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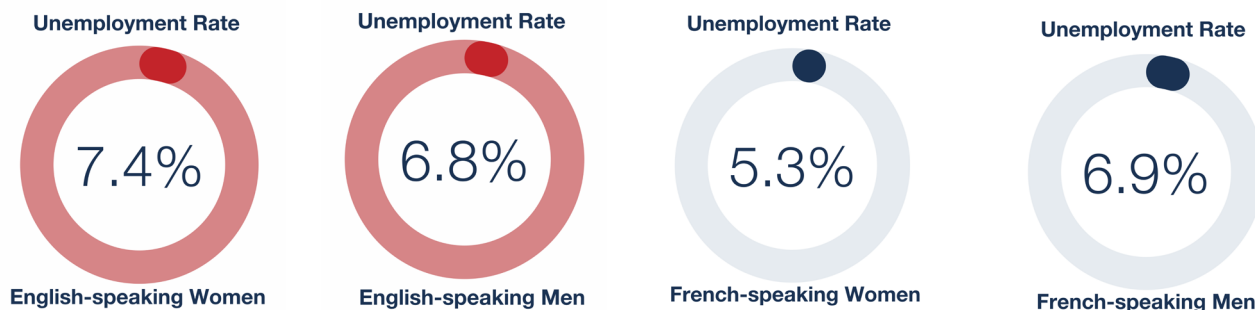
UNEMPLOYMENT RATE

Sex Structure of Unemployment Rate

English-speaking women experience a higher unemployment rate than English-speaking men (7.4% compared to 6.8%) which is not the case in the majority of regions in Québec, nor in the province as a whole.

French-speaking women experience a lower unemployment rate than French-speaking men (5.3% compared to 6.9%).

In Coaticook, Memphrémagog, Brome-Missisquoi, and la Haute-Yamaska, English-speaking women have a lower unemployment rate than English-speaking men.

Unemployment Rate	Unemployment Rate	Unemployment Rate	Unemployment Rate
7.4%	**6.8%**	**5.3%**	**6.9%**
English-speaking Women	**English-speaking Men**	**French-speaking Women**	**French-speaking Men**

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

English Speakers

Legend: ■ Total Unemployment Rate ■ Male ■ Female

MRC	Total	Male	Female
Le Granit	4.9%	10.5%	15.4%
Les Sources	6.3%	0.0%	9.1%
Le Haut-Saint-François	6.8%	5.4%	10.8%
Le Val-Saint-François	5.1%	4.6%	6.9%
Sherbrooke	6.9%	8.0%	10.3%
Coaticook	4.5%	5.8%	5.6%
Memphrémagog	6.5%	6.5%	6.3%
Brome-Missisquoi	5.5	6.9%	5.8%
La Haute-Yamaska	6.1%	8.7%	7.4%
Estrie	6.2%	6.8%	7.4%
Québec	7.2%	9.1%	8.7%

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

UNEMPLOYMENT RATE

Graph 11b: Sex Structure of Unemployment Rate in Estrie by MRC
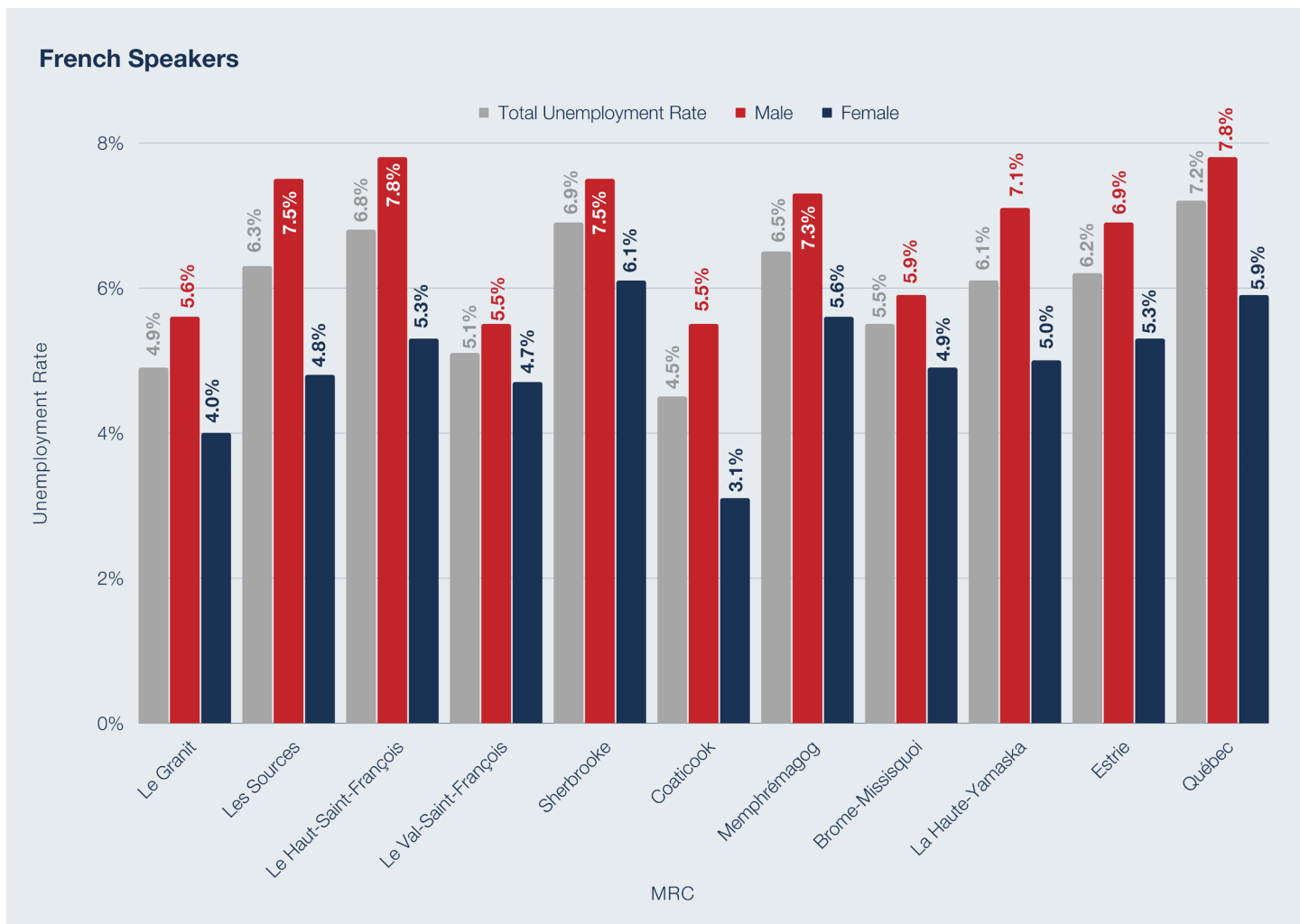
French Speakers

Legend: Total Unemployment Rate ■ Male ■ Female

Unemployment Rate (%) by MRC:

MRC	Total Unemployment Rate	Male	Female
Le Granit	4.9%	5.6%	4.0%
Les Sources	6.3%	7.5%	4.8%
Le Haut-Saint-François	6.8%	7.8%	5.3%
Le Val-Saint-François	5.1%	5.5%	4.7%
Sherbrooke	6.9%	7.5%	6.1%
Coaticook	4.5%	5.5%	3.1%
Memphrémagog	6.5%	7.3%	5.6%
Brome-Missisquoi	5.5%	5.9%	4.9%
La Haute-Yamaska	6.1%	7.1%	5.0%
Estrie	6.2%	6.9%	5.3%
Québec	7.2%	7.8%	5.9%

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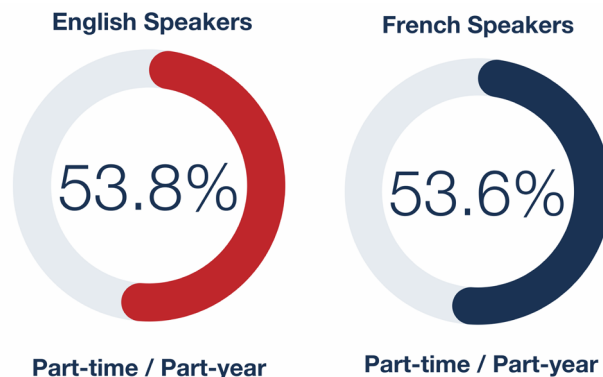
Work Activity
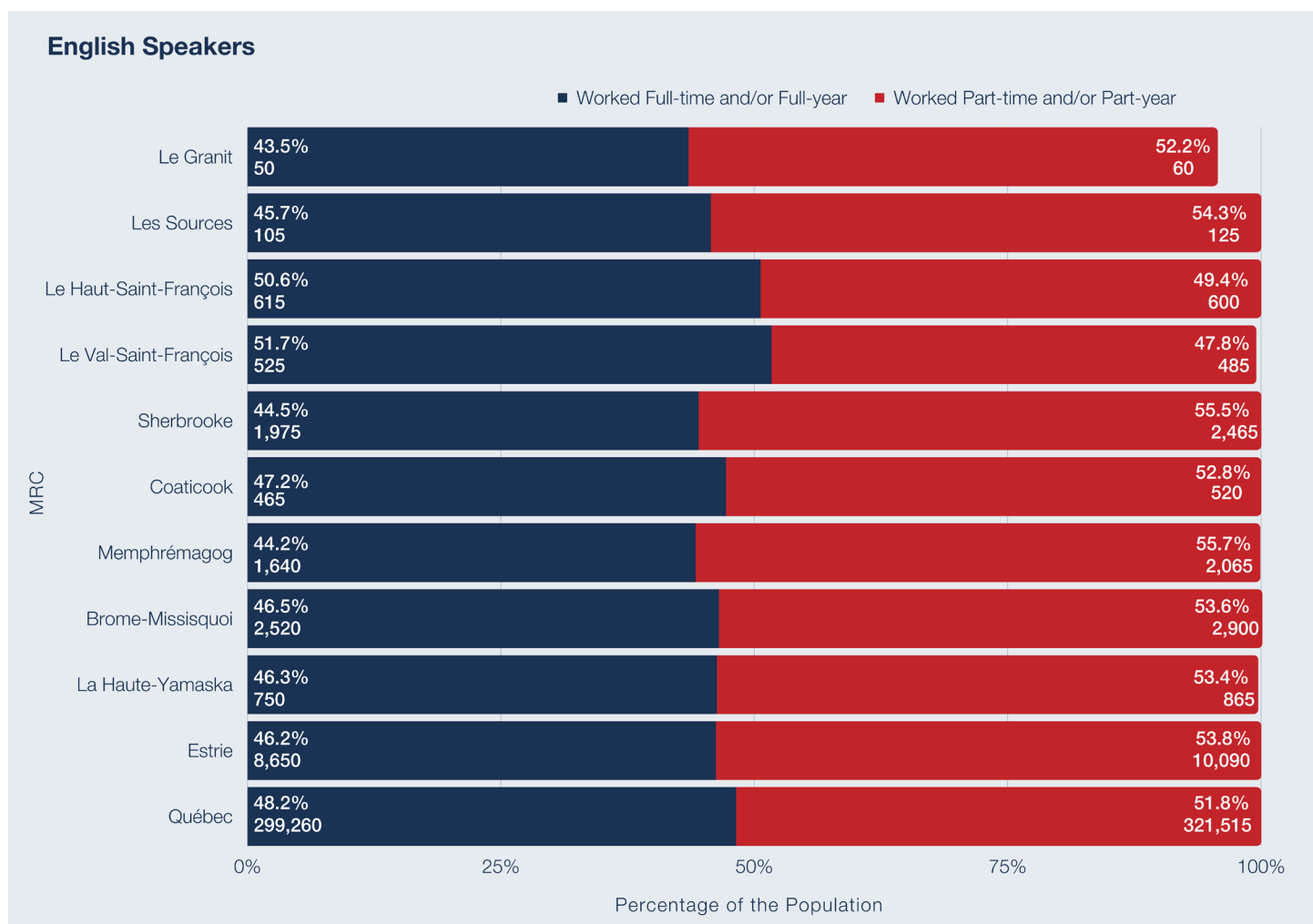
WORK ACTIVITY

Engagement in Part- and Full-time Work

The majority of both English speakers (53.8%) and French speakers (53.6%) are engaged in part-time work.

In le Haut-Saint-François and le Val-Saint-François, the majority of English speakers are engaged in full-time work.
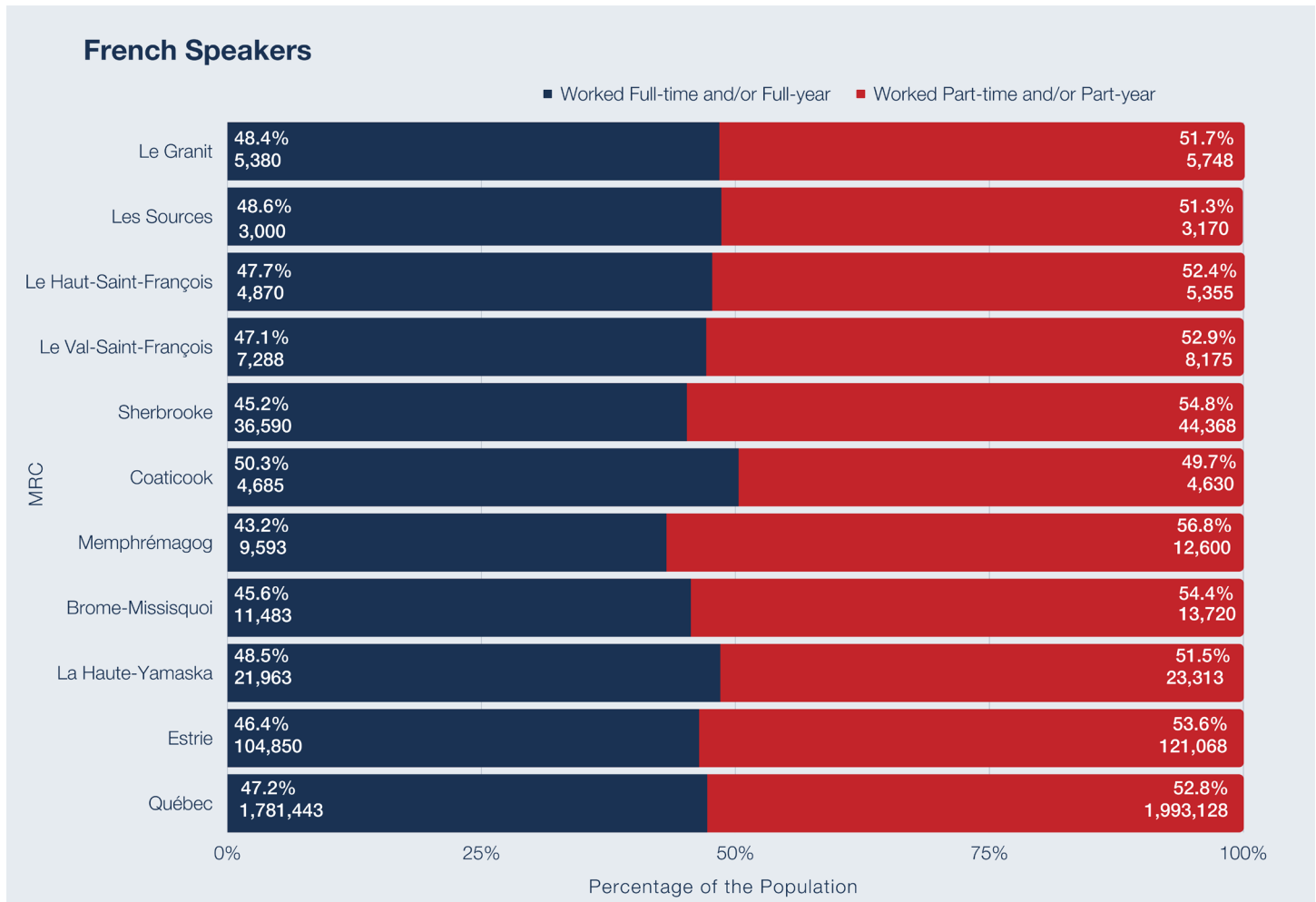
English Speakers

53.8%

Part-time / Part-year

French Speakers

53.6%

Part-time / Part-year

Graph 12a: Work Activity in Estrie by MRC

English 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
Le Granit	43.5% / 50	52.2% / 60
Les Sources	45.7% / 105	54.3% / 125
Le Haut-Saint-François	50.6% / 615	49.4% / 600
Le Val-Saint-François	51.7% / 525	47.8% / 485
Sherbrooke	44.5% / 1,975	55.5% / 2,465
Coaticook	47.2% / 465	52.8% / 520
Memphrémagog	44.2% / 1,640	55.7% / 2,065
Brome-Missisquoi	46.5% / 2,520	53.6% / 2,900
La Haute-Yamaska	46.3% / 750	53.4% / 865
Estrie	46.2% / 8,650	53.8% / 10,090
Québec	48.2% / 299,260	51.8% / 321,515

Percentage of the Population

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

WORK ACTIVITY

Graph 12b: Work Activity in Estrie 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
Le Granit	48.4% / 5,380	51.7% / 5,748
Les Sources	48.6% / 3,000	51.3% / 3,170
Le Haut-Saint-François	47.7% / 4,870	52.4% / 5,355
Le Val-Saint-François	47.1% / 7,288	52.9% / 8,175
Sherbrooke	45.2% / 36,590	54.8% / 44,368
Coaticook	50.3% / 4,685	49.7% / 4,630
Memphrémagog	43.2% / 9,593	56.8% / 12,600
Brome-Missisquoi	45.6% / 11,483	54.4% / 13,720
La Haute-Yamaska	48.5% / 21,963	51.5% / 23,313
Estrie	46.4% / 104,850	53.6% / 121,068
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 in Estrie worked for an average of 41.8 weeks per year, compared to French speakers who worked an average of 42.5 weeks per year.[10] [11]

Le Granit is the only MRC where English speakers worked for a higher number of weeks per year than French speakers (44.9 compared to 42.6).

Weeks Worked

41.8

English Speakers

Weeks Worked

42.5

French Speakers

Graph 13: Average Weeks Worked in Estrie by MRC
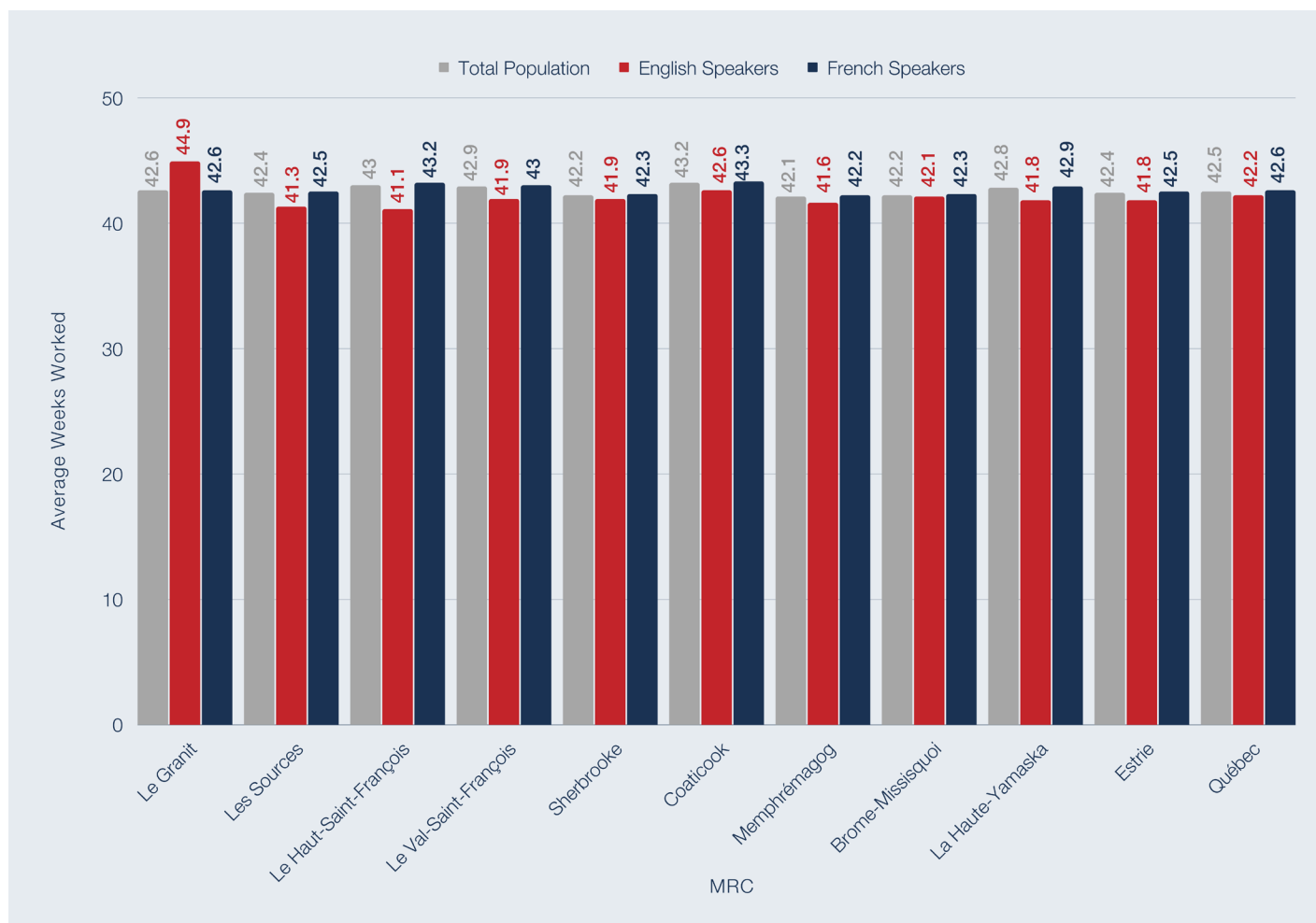
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

10. The data in this section pertains to individuals who speak only English or only French as their first official language. Individuals who speak both official languages were not distributed among English and French speakers in the graph below. This is due to limitations on the data available.

11. In this section, the data for the region of Estrie does not include the MRCs of Brome-Missisquoi and la Haute-Yamaska 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 significantly lower median after-tax income than French speakers in Estrie ($24,153 compared to $28,175).

Le Granit and Coaticook are the only MRCs where English speakers and French speakers earn similar median after-tax incomes.

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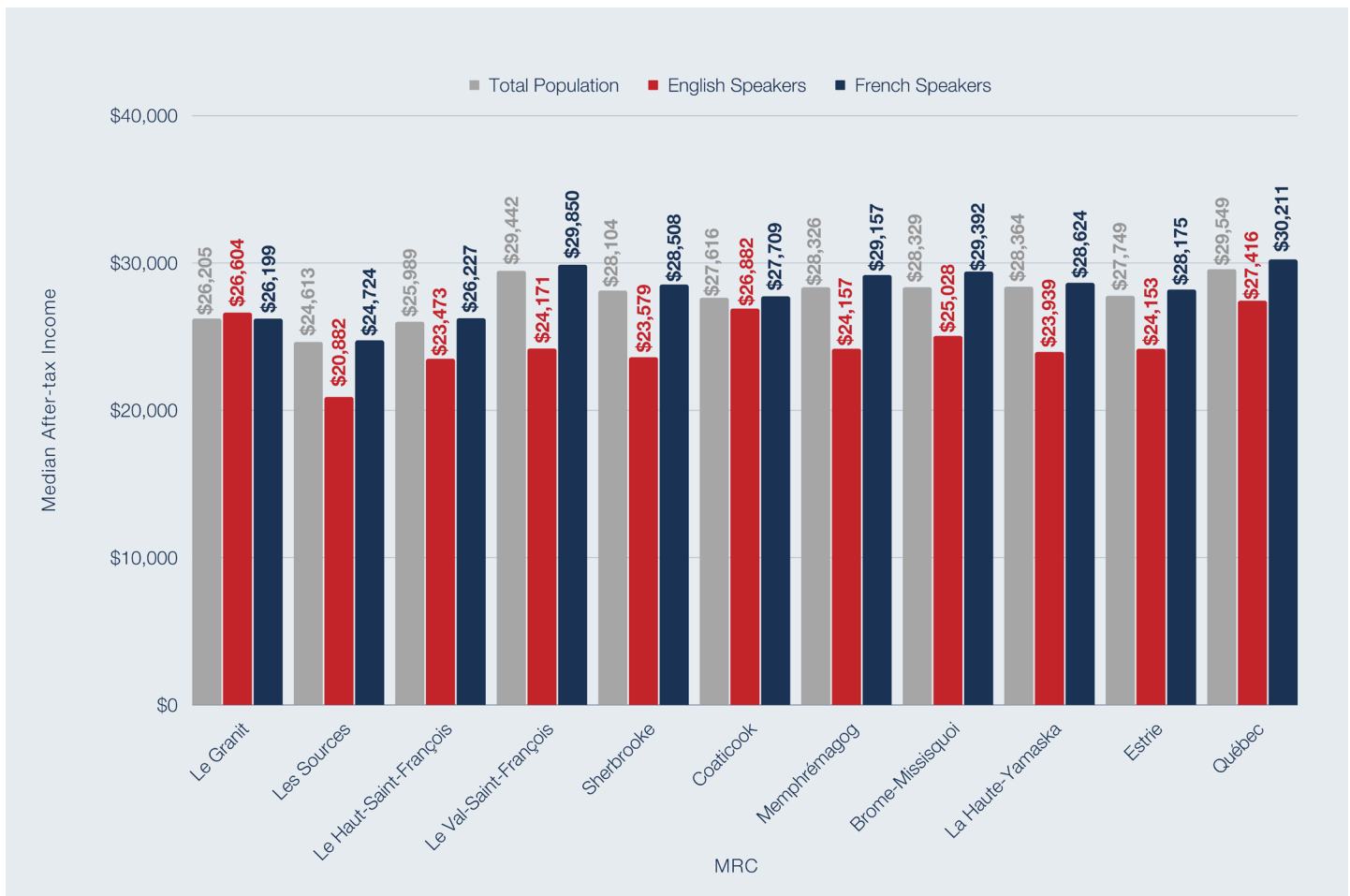
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

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 Estrie does not include the MRCs of Brome-Missisquoi and la Haute-Yamaska due to limitations on the data available.

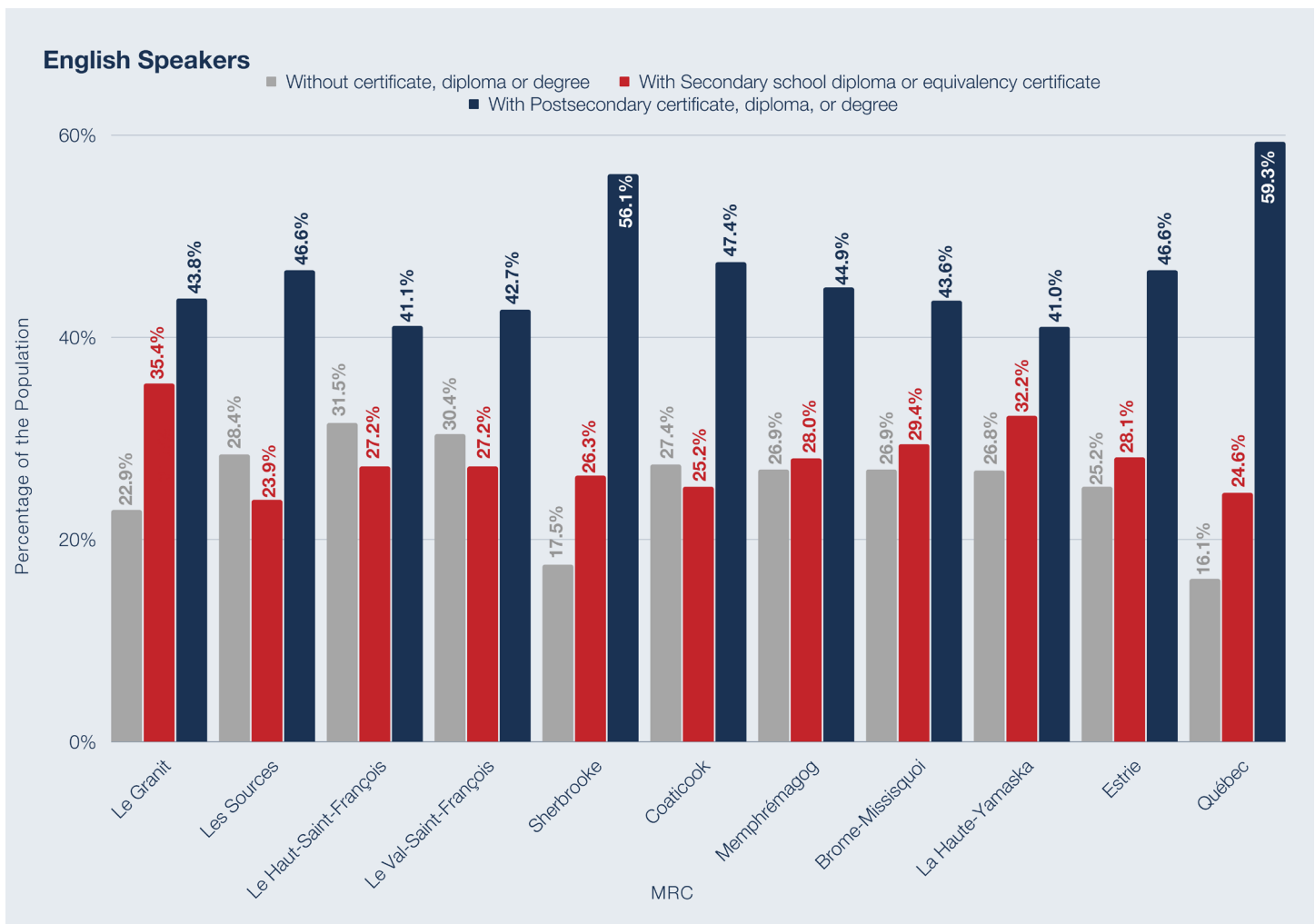# Education

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 in Estrie have significantly lower levels of postsecondary attainment (46.6%) compared to French speakers in the region (56%).

Sherbrooke is the only MRC where more than half of English speakers have attained some level of postsecondary education (56.1%).
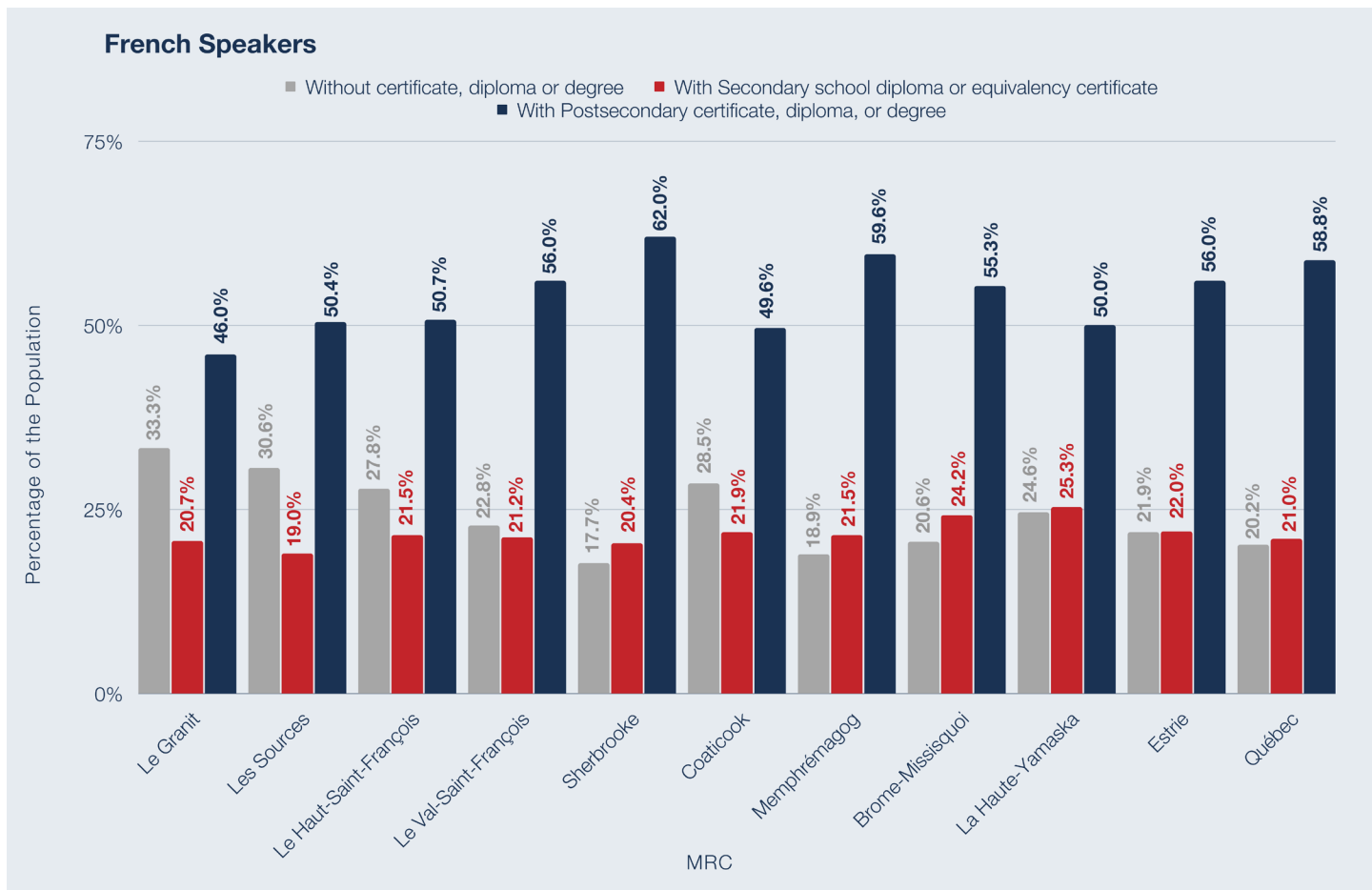
Graph 15a: Educational Attainment in Estrie by MRC

English Speakers

Legend:
- Without certificate, diploma or degree
- With Secondary school diploma or equivalency certificate
- With Postsecondary certificate, diploma, or degree

MRC	Without certificate, diploma or degree	With Secondary school diploma or equivalency certificate	With Postsecondary certificate, diploma, or degree
Le Granit	22.9%	35.4%	43.8%
Les Sources	28.4%	23.9%	46.6%
Le Haut-Saint-François	31.5%	27.2%	41.1%
Le Val-Saint-François	30.4%	27.2%	42.7%
Sherbrooke	17.5%	26.3%	56.1%
Coaticook	27.4%	25.2%	47.4%
Memphrémagog	26.9%	28.0%	44.9%
Brome-Missisquoi	26.9%	29.4%	43.6%
La Haute-Yamaska	26.8%	32.2%	41.0%
Estrie	25.2%	28.1%	46.6%
Québec	16.1%	24.6%	59.3%

Y-axis: Percentage of the Population

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

EDUCATION

Graph 15b: Educational Attainment in Estrie 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	Secondary	Postsecondary
Le Granit	33.3%	20.7%	46.0%
Les Sources	30.6%	19.0%	50.4%
Le Haut-Saint-François	27.8%	21.5%	50.7%
Le Val-Saint-François	22.8%	21.2%	56.0%
Sherbrooke	17.7%	20.4%	62.0%
Coaticook	28.5%	21.9%	49.6%
Memphrémagog	18.9%	21.5%	59.6%
Brome-Missisquoi	20.6%	24.2%	55.3%
La Haute-Yamaska	24.6%	25.3%	50.0%
Estrie	21.9%	22.0%	56.0%
Québec	20.2%	21.0%	58.8%

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

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