

Employment Profile of English Speakers in Lanaudière

Provincial Employment Roundtable (PERT)



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ACKNOWLEDGEMENTS

We are thankful for the insights shared by the organizations who met with us and provided invaluable input that contributed to the creation of this profile.

Special thanks to the Secrétariat aux relations avec les Québécois(es) d'expression anglaise (SRQEA), whose financial support made this work possible.

The views expressed herein are those of the Provincial Employment Roundtable. They do not purport to reflect the views of the Secrétariat aux relations avec les Québécois d'expression anglaise.

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EXECUTIVE SUMMARY

This profile aims to contribute to the knowledge and understanding of the employment issues faced by Lanaudière'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 Lanaudière'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 English-speaking community comprises 14,215 individuals within Lanaudière's 486,285-person population.
- Individuals aged 45-64 make up the largest portion of the population. Individuals aged 45-64 also make up the largest portion of the French-speaking labour force, while individuals aged 25-44 make up the largest portion of the English-speaking labour force.
- There are more men than women in Lanaudière's labour force. English-speaking men make up 1.7% of the labour force, while English-speaking women make up 1.4% of the labour force.
- The top industries in which English speakers are employed are manufacturing, retail, and health care and social assistance.
- English speakers in the region have an unemployment rate of 7.7%, which is higher than that of French speakers in the region (6.5%) as well as the provincial rate (7.2%).
- Youth experience the highest unemployment rates of any age group in the region. English-speaking youth experience a lower unemployment rate than French-speaking youth (11.2% compared to 12.4%). This only occurs in one other region - Chaudière-Appalaches.
- English-speaking women experience a higher unemployment rate than English-speaking men (8.9% compared to 6.6%). This only occurs in a handful of other regions, including the manufacturing-oriented regions of Estrie, Montérégie, and Centre-du-Québec.
- English speakers earn a slightly lower median after tax income than French speakers in Lanaudière (\$29,714 compared to \$30,390).
- English and French speakers in Lanaudière have very similar rates of postsecondary attainment (53.5% and 53.7%, respectively).

METHODOLOGY & DEFINITIONS

Methodology

This profile relies primarily on data from two sources: the 2016 Census of Canada and the Institut de la statistique du Québec.¹

The profile uses 25% sample data from the 2016 Census. The 25% sample data is drawn from the approximately 25% of Canadian private households who received a long form questionnaire.

The data in this profile is organized by administrative region and regional county municipality/municipalité régionale comté (RCM/MRC). Administrative regions and regional county municipalities serve to organize the allocation and delivery of government services in Québec.

Language

English speakers and French speakers in this profile are classified according to Statistics Canada's definition of First Official Language Spoken (FOLS).² Individuals who speak both English and French as their first official language are evenly divided among English and French speakers. FOLS designation is a derived concept, taking into account a person's knowledge of Canada's two official languages, their mother tongue, and their home language (i.e. the language they speak most often at home).

Sex

Sex in this profile refers to sex assigned at birth, as indicated in the 2016 Census. Sex is typically assigned based on a person's reproductive system and other physical characteristics. The 2016 Census data exclusively utilizes the concept of sex, and particularly the categories of male and female. Data regarding the distinct concept of gender was collected for the first time in the 2021 Census, and will be made available in those datasets.

Labour Force Activity

Labour force refers to all individuals aged 15 and over who were either employed or unemployed during the week of May 1st to May 7th, in 2016. The labour force excludes individuals who are institutional residents, those who are unable to work, and those who are unwilling to work. For example, retirees, stay-at-home parents, students, and discouraged workers

who have stopped job-searching are not typically counted as part of the labour force. Generally, Statistics Canada does not consider those engaged in unpaid services such as community and volunteer services, or unpaid domestic services, to be part of the labour force.

Employed/Unemployed Person

An employed person is an individual who, during the week of May 1st to May 7th, 2016, did paid work in the context of an employer-employee relationship, or who was self-employed. The term also refers to individuals who did unpaid family work, which is defined as work directly contributing to the operation of a farm, business, or professional practice owned by a relative in the same household (this does not include unpaid domestic services like childcare and household maintenance). The definition also includes individuals who had employment but were temporarily absent from work during the reference period due to events such as illness, disability, vacation, or labour dispute.

An unemployed person is an individual who did not have paid work during the week of May 1st to 7th, 2016, but had either been actively looking for paid work in the last four weeks, had been temporarily laid-off, or had definite plans to start a new job within four weeks.

Unemployment Rate

This refers to unemployment expressed as a percentage of the labour force in the week of May 1 to 7, 2016. The unemployment rate for a particular demographic (i.e. age, sex) is the number of unemployed in that group, expressed as a percentage of the labour force for that group.

Work Activity

Work activity refers to whether or not a person 15 years or over worked in 2015. For those who worked, this refers to the number of weeks they worked for pay or in self-employment during the reference year, even if they only worked for a couple hours. It provides a wider portrait of an individual's engagement in work over the period of a year.

After-tax Income

After-tax income refers to the total income of a person less income taxes. Income taxes refers to the sum of federal

1. Census data is the primary and most comprehensive source of linguistic-based information on Québec's English-speaking labour force. The fact that this data is only available every 5 years is a considerable limitation for those who rely on linguistic-based data to make important decisions. There is a need for more frequent data collection and publication on the socio-economic status of linguistic minorities by Statistics Canada, the Institut de la statistique du Québec and relevant research networks.

2. Statistics Canada. "First official language spoken of person," (2021, November 02). Government of Canada. Retrieved from: <https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&id=34004>

METHODOLOGY AND DEFINITIONS

income taxes, provincial and territorial income taxes, less abatement where applicable.

Educational Attainment

Refers to the highest level of education that a person has successfully completed.

Industry

Industry refers to the specific economic activity engaged in by a given group. An activity, in turn, is the combination of labour, capital, and goods in order to produce new goods and/or services. The industry data are produced according to the North American Industry Classification System 2012.

Population



POPULATION

Total Population

English-speaking Population The population of Lanaudière is approximately 486,285. The English-speaking community comprises 14,215 individuals, or 2.9% of Lanaudière's total population.

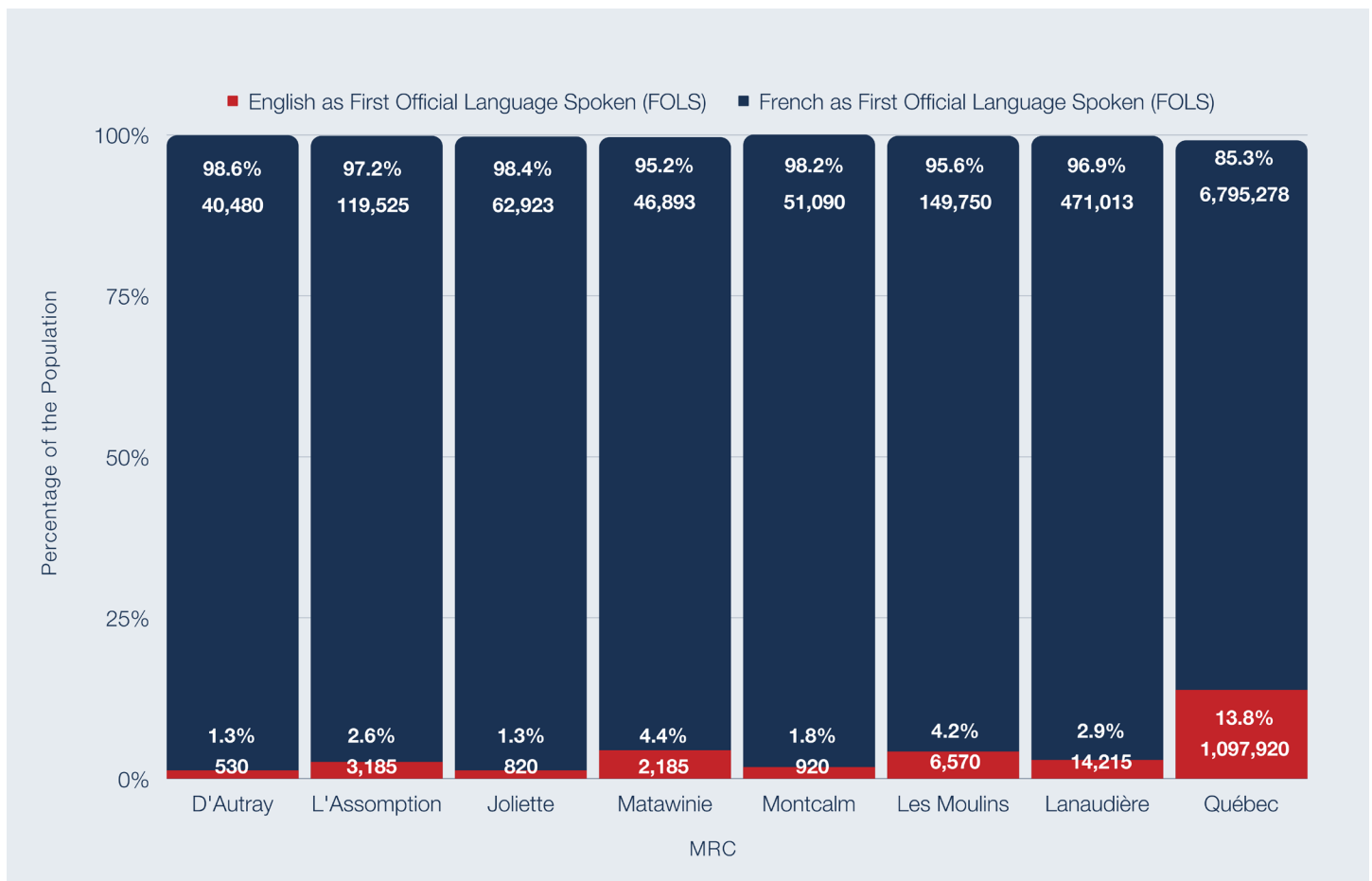


2.9%

Lanaudière

Les Moulins has the highest number of English speakers (6,570), while Matawinie has the highest concentration of English speakers (4.4%).

Graph 1: Total Population of Lanaudière by MRC



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

POPULATION

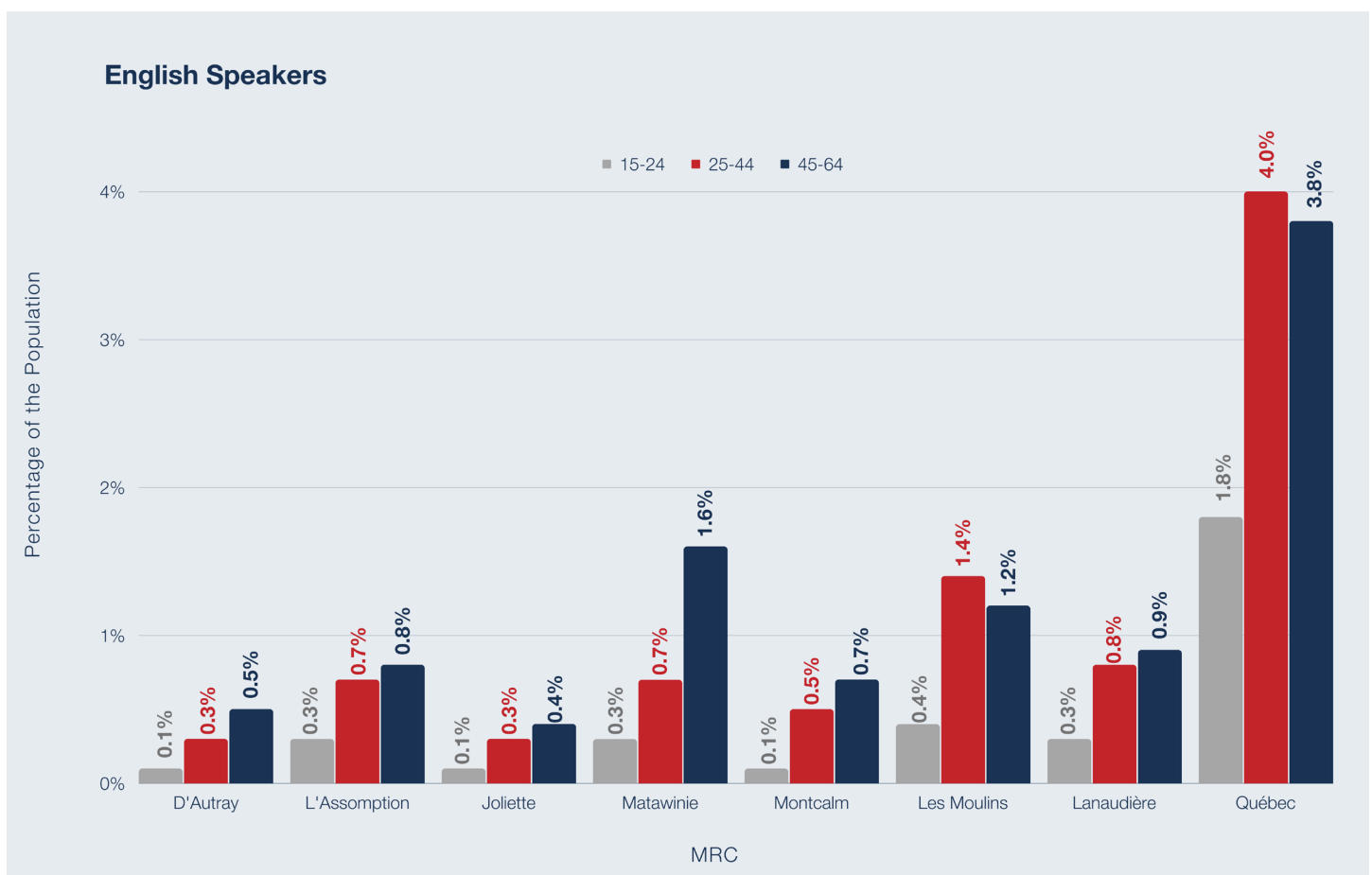
Age Structure of Population

Among English speakers, individuals aged 45-64 make up the largest portion of the population (0.9%). This is also the case among French speakers; French speakers aged 45-64 make up 29.4% of the total population in Lanaudière.

In les Moulins, there are more English speakers aged 25-44 than 45-64.

Among both English and French speakers, youth make up the smallest portion of the population.

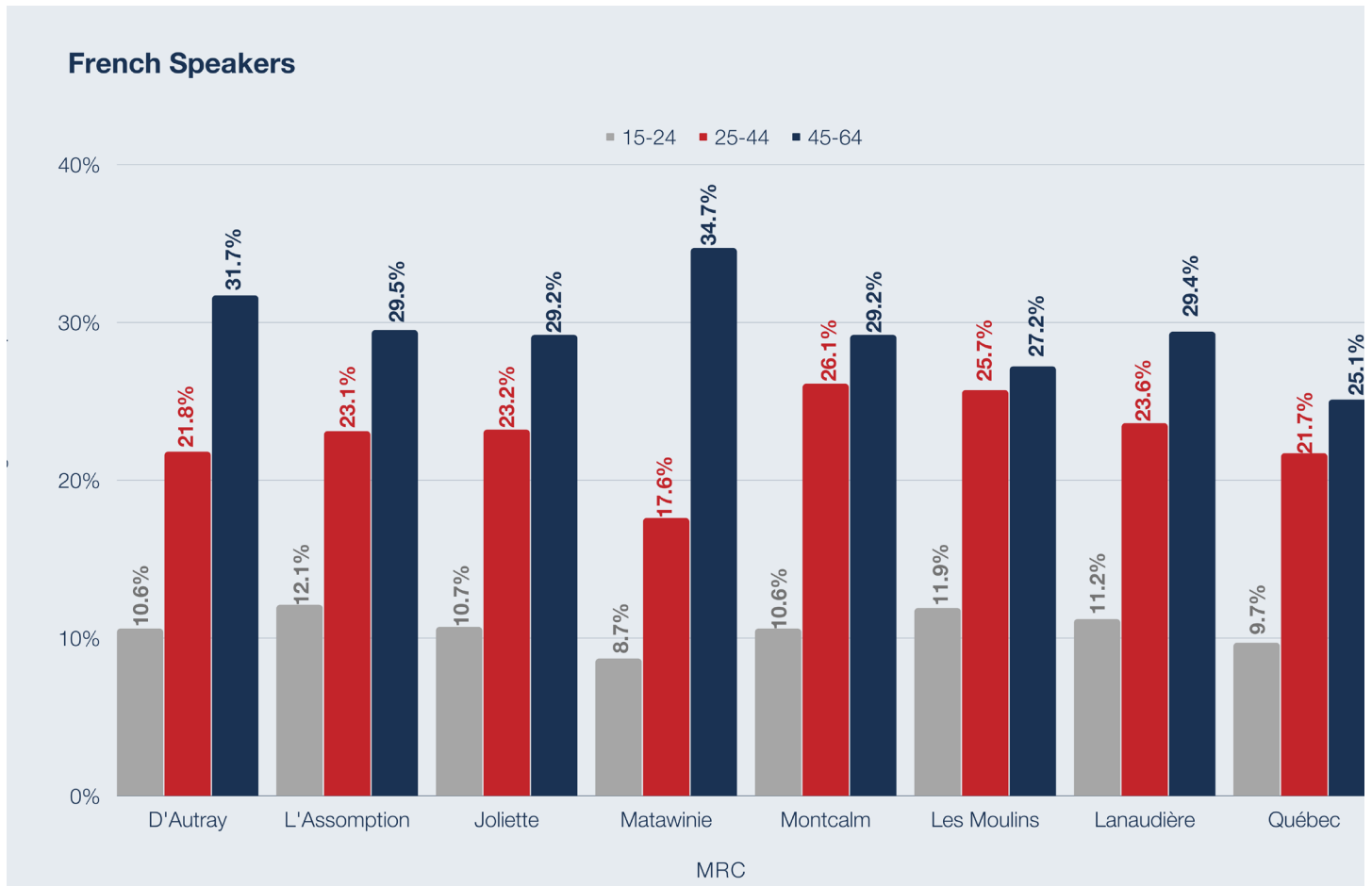
Graph 2a: Age Structure of Lanaudière's Population by MRC



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

POPULATION

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



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

POPULATION

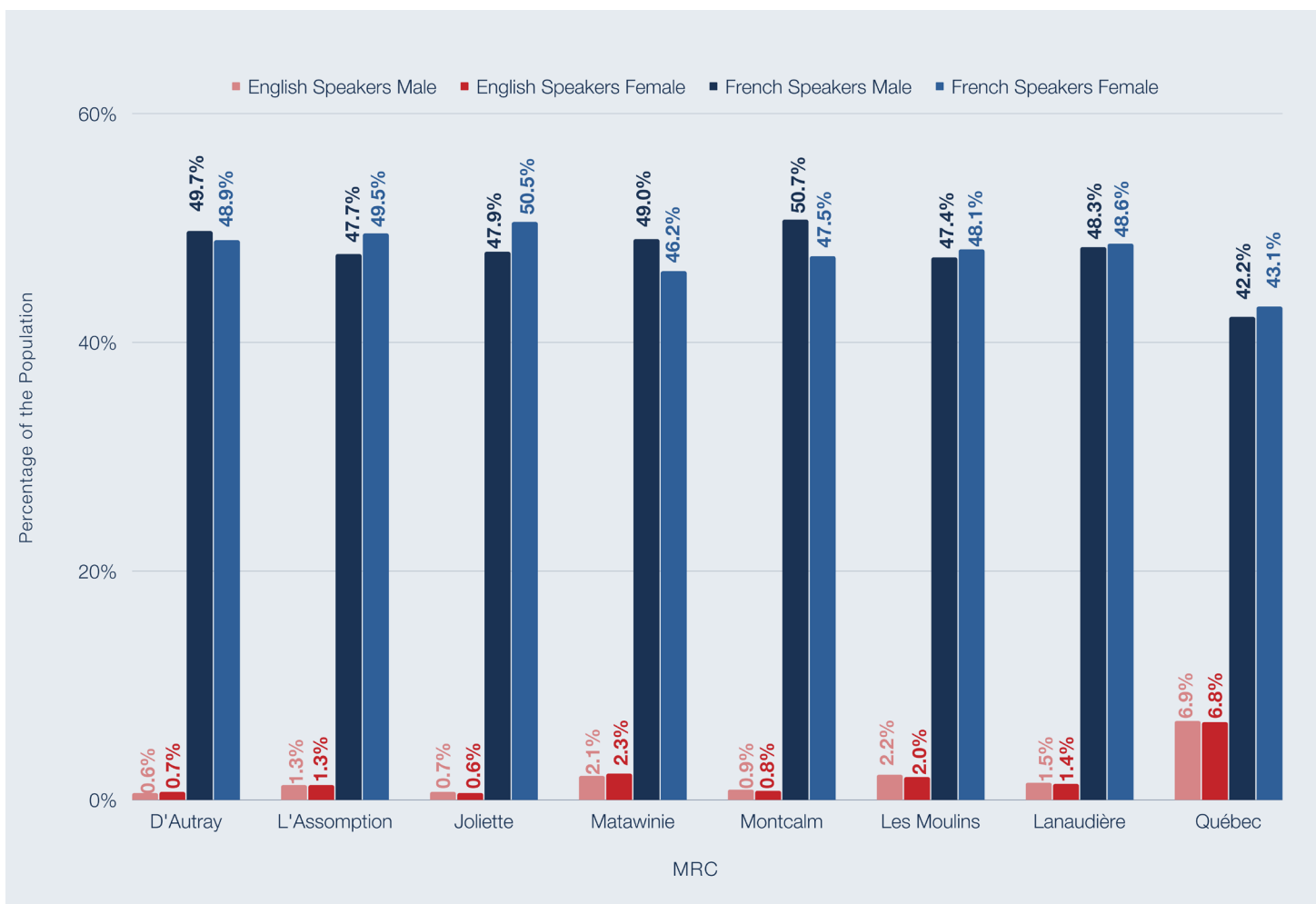
Sex Structure of Population

Among English speakers, there are marginally more men than women in the total population of Lanaudière (1.5% compared to 1.4%).

Among French speakers, there are marginally more women than men (48.6% compared to 48.3%).

In D'Autray and Matawinie, there are more English-speaking women than men.

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



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

Economic Structure



ECONOMIC STRUCTURE

Lanaudière is designated as a manufacturing-oriented region according to Quebec's Economic Development Index.³ The region's score decreased from 97.2 in 2013 to 91.8 in 2018, the second largest decrease in score experienced by a region (the first is Saguenay-Lac-Saint-Jean).⁴ This is consistent with the decrease in score experienced by several other manufacturing-oriented regions, including Mauricie and Centre-du-Québec.

The economy in Lanaudière is driven in large part by the construction and, to a lesser degree, manufacturing industries. The prominence of the construction industry is partially explained by a demographic boom in the region which has led to increased residential investment and development.⁵ Other major industries include real estate rentals and leasing, finance and insurance, education and health care.

From 2017-2021, the sales of manufactured goods produced in the region increased by an average of 10% per year, compared to a provincial yearly growth rate of 3.7%. In 2020, private investment increased by an average of 2.2% in the region, while the province observed a decrease of 13.8% (likely in relation to COVID-19). Prior to this (from approximately 2016-2020), private investment in the region declined by approximately 0.8% per year, compared to a provincial growth in private investment of 1.7% annually.⁶

From 2021 to 2023, the provincial government plans to inject \$161.1 million into the region to maintain roadwork and to build and expand schools, CHLSDs, and seniors' residences. There are also a number of private real estate developments scheduled to begin during the same time period.⁷

3. This index analyzes the economic reality of the region according to four components: demographics, labour market, income, and education. A score of more than 100 indicates that a region is above average, while the increase of a score over time indicates better performance in comparison with other regions.

4. Frédéric Hamelin. "Portrait économique des régions du Québec," (2020). Ministère de l'Économie et de l'Innovation. Retrieved from: https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/20200322-PERQ-2020.pdf, page 18.

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

6. Ministère de l'Économie et de l'Innovation du Québec. "Région Lanaudière: Secteur des entreprises," (2021). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/lanaudiere/portrait-regional/secteur-des-entreprises/>

7. François Dupuis, Mathieu D'Anjou, and Chantal Routhier. "Études régionales: Région administrative de Lanaudière," (2021). Desjardins. Retrieved from: <https://www.desjardins.com/ressources/pdf/21Lanaudiere-f.pdf?resVer=1619027648000>, page 10.

Industries



INDUSTRIES

Top Industries for Total Population

In Lanaudière, the construction industry accounts for 11.5% of jobs in the region, compared to 6.2% in Québec as a whole.⁸

The manufacturing sector accounts for 9.9% of jobs in the region, slightly less than the provincial figure (11.6%).

The main source of employment within the region is the service sector, accounting for 77.5% of jobs, compared to 79.9% of jobs provincially.

The services sector encompasses a vast array of occupations and industries ranging from health care and finance to retail and education.

Typical health care and social assistance occupations include doctors, nurses, dentists, orderlies, early childhood educators, and social workers.

Construction



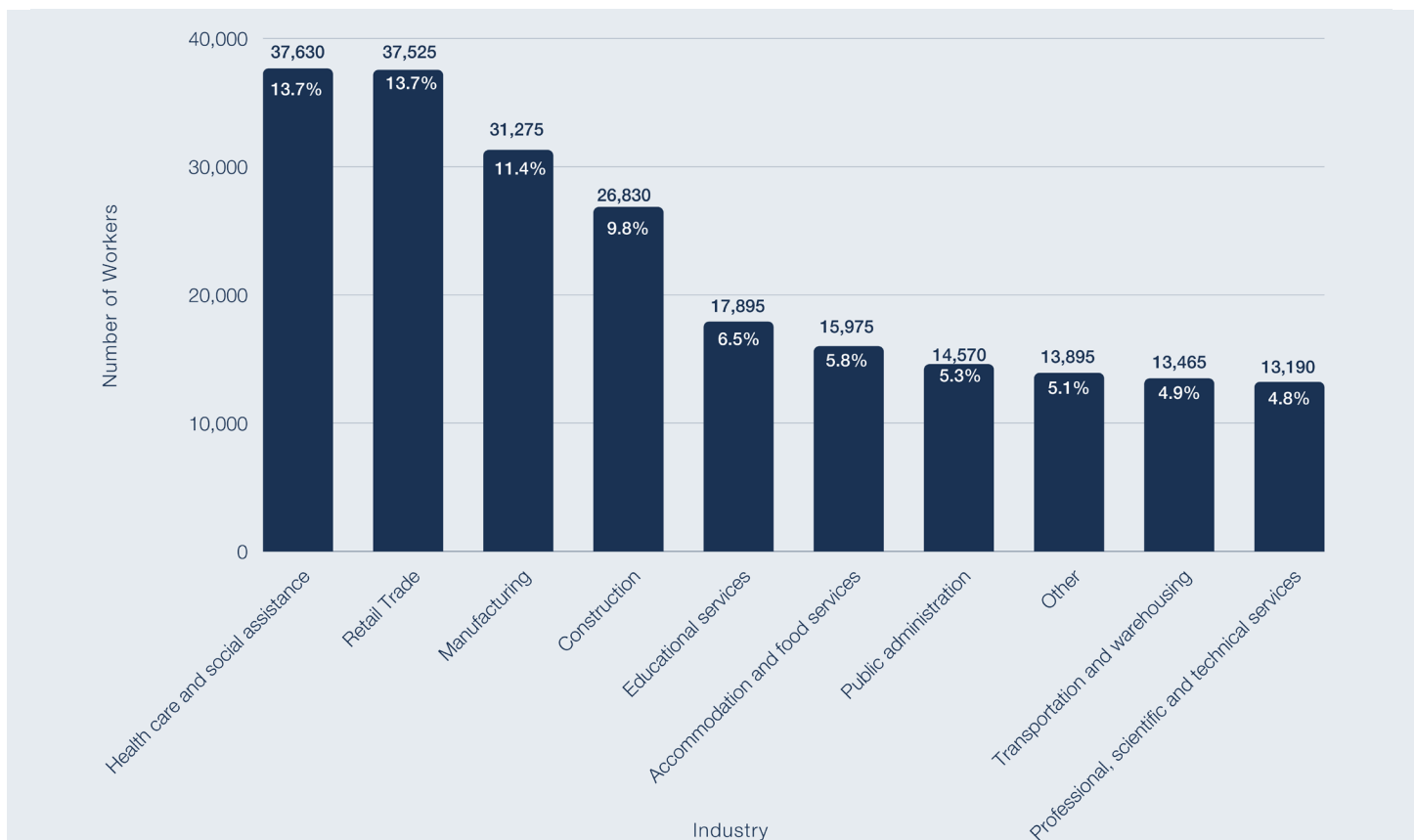
Manufacturing



Services



Graph 4: Top 10 Industries in Lanaudière for Total Population



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

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

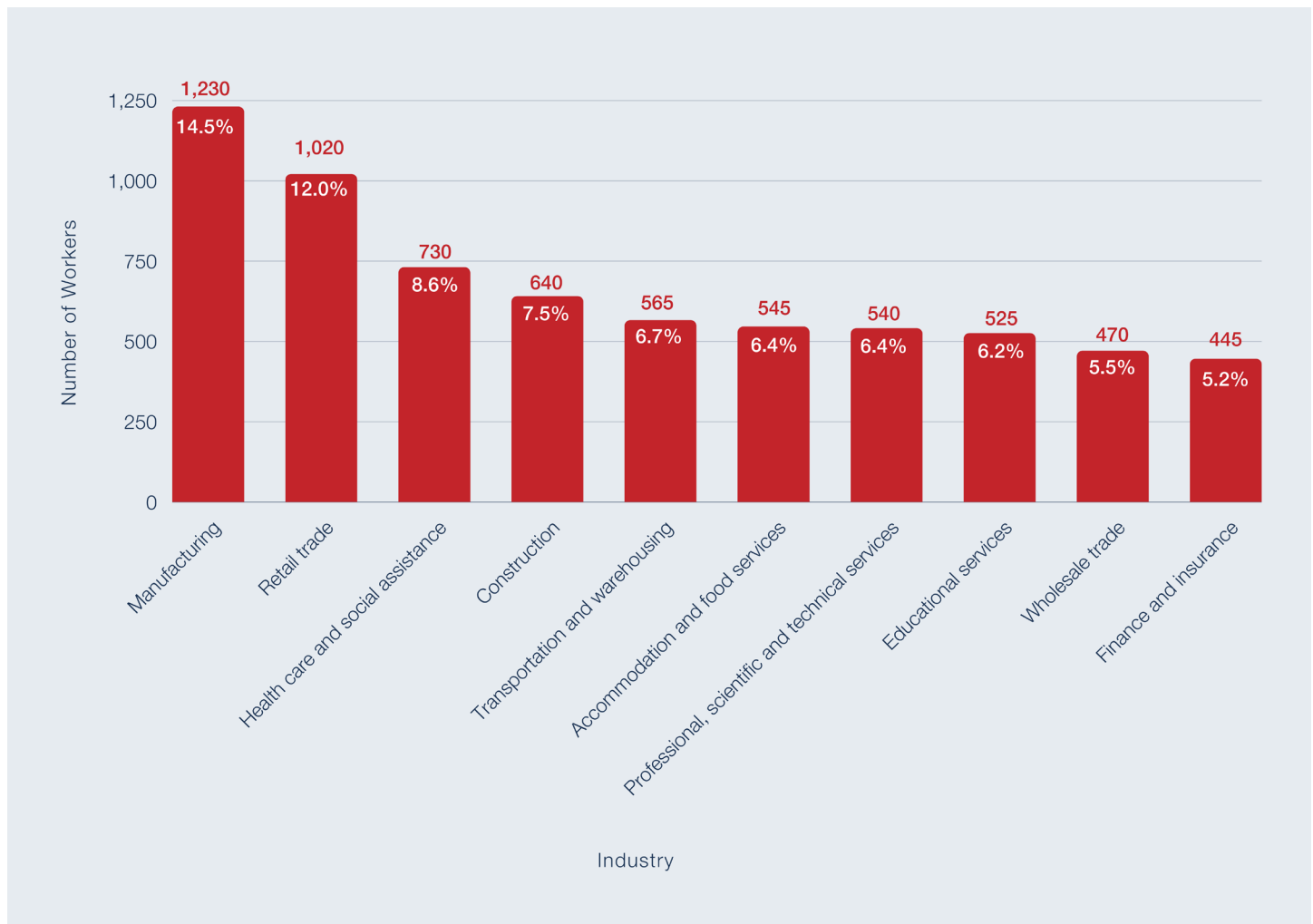
INDUSTRIES

Top Industries for English Speakers

While health care and social assistance is the leading industry in terms of jobs in Lanaudière, it is not the leading industry for English speakers. Manufacturing is the top industry for English speakers, followed by retail trade.

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

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

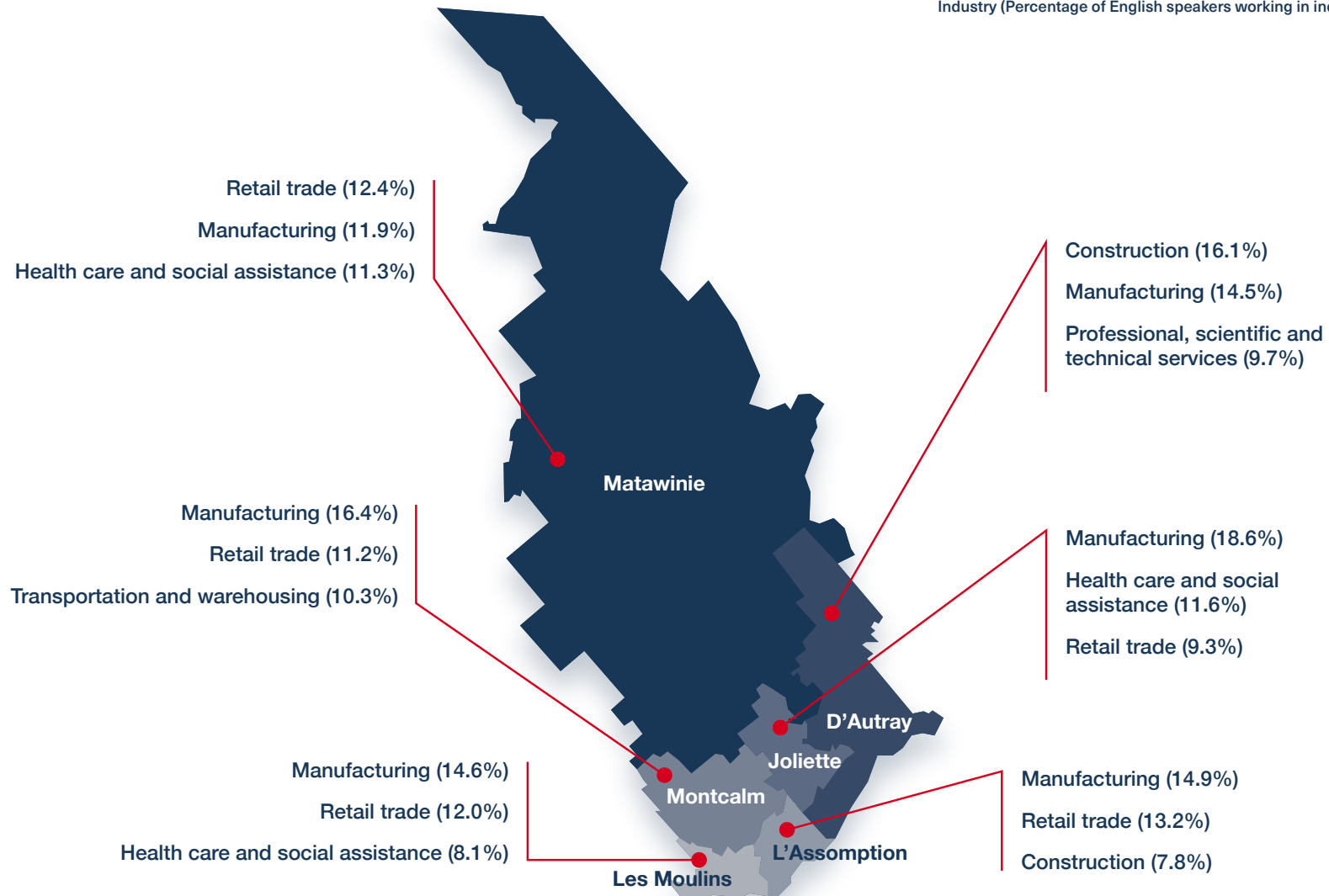


Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

INDUSTRIES

Map 1: Top Industries in the Lanaudière for English Speakers

Industry (Percentage of English speakers working in industry)



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:

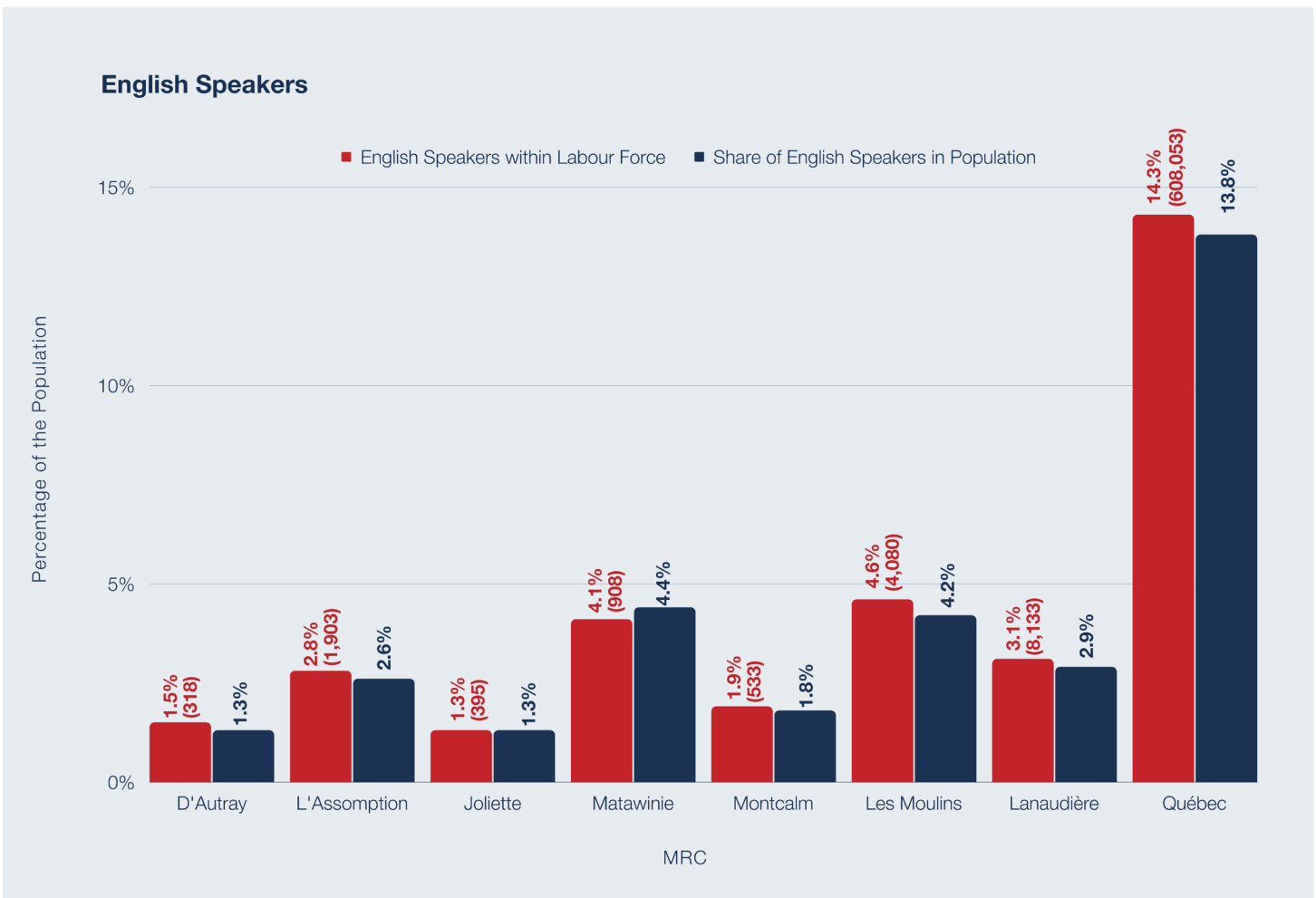
- The proportion of individuals in the labour force who are unemployed
- Cyclical conditions and the time of year when labour force data is collected

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

English speakers make up 2.9% of the total population in Lanaudière, and 3.1% of the labour force in the region.

Matawinie is the only MRC where English speakers' weight in the labour force is less than their weight in the total population (4.1% compared to 4.4%).

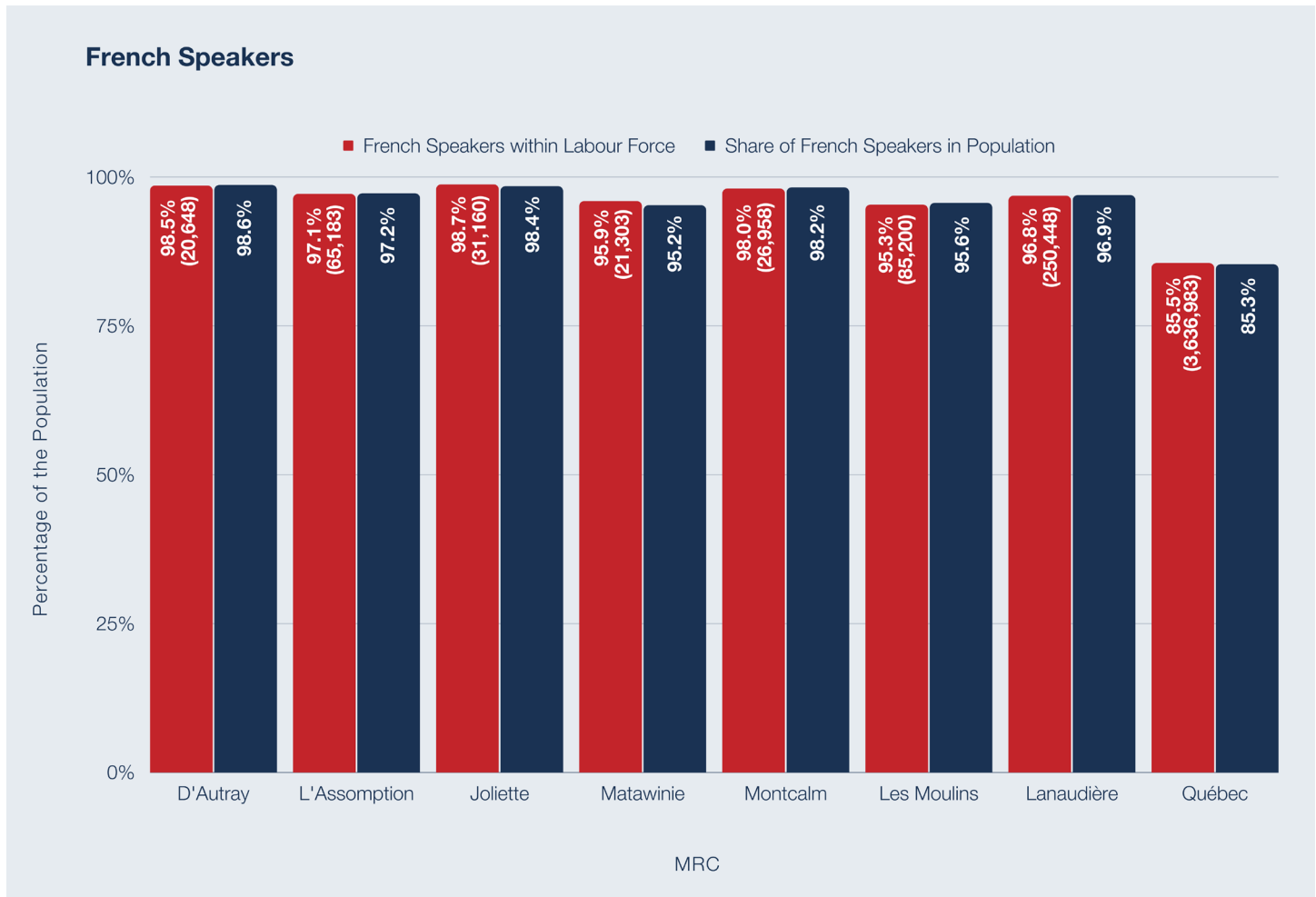
Graph 6a: Labour Force of Lanaudière by MRC



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

LABOUR FORCE

Graph 6b: Labour Force of Lanaudière by MRC



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

LABOUR FORCE

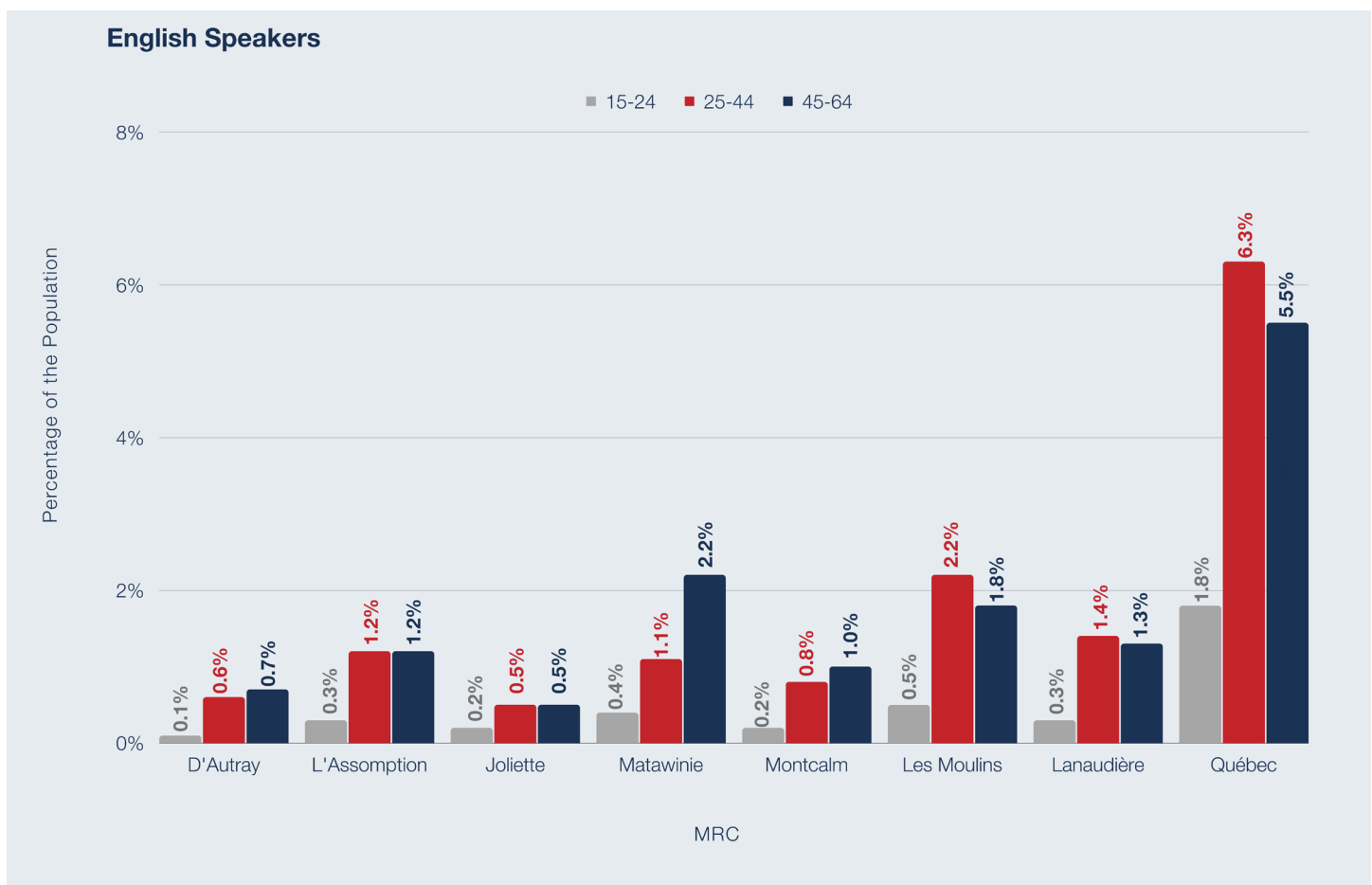
Age Structure of Labour Force

Among English speakers, individuals aged 25-44 make up the largest portion of the labour force. This is also the case at the provincial level.

Among French speakers, individuals aged 45-64 make up the largest portion of the labour force. This is the case in the majority of regions, but in Québec as a whole, French speakers aged 25-44 make up the largest portion of the labour force, owing to high representation in a few key regions.

In Matawinie, there are double the number of English speakers aged 45-64 compared to those aged 25-44 in the labour force (2.2% compared to 1.1%).

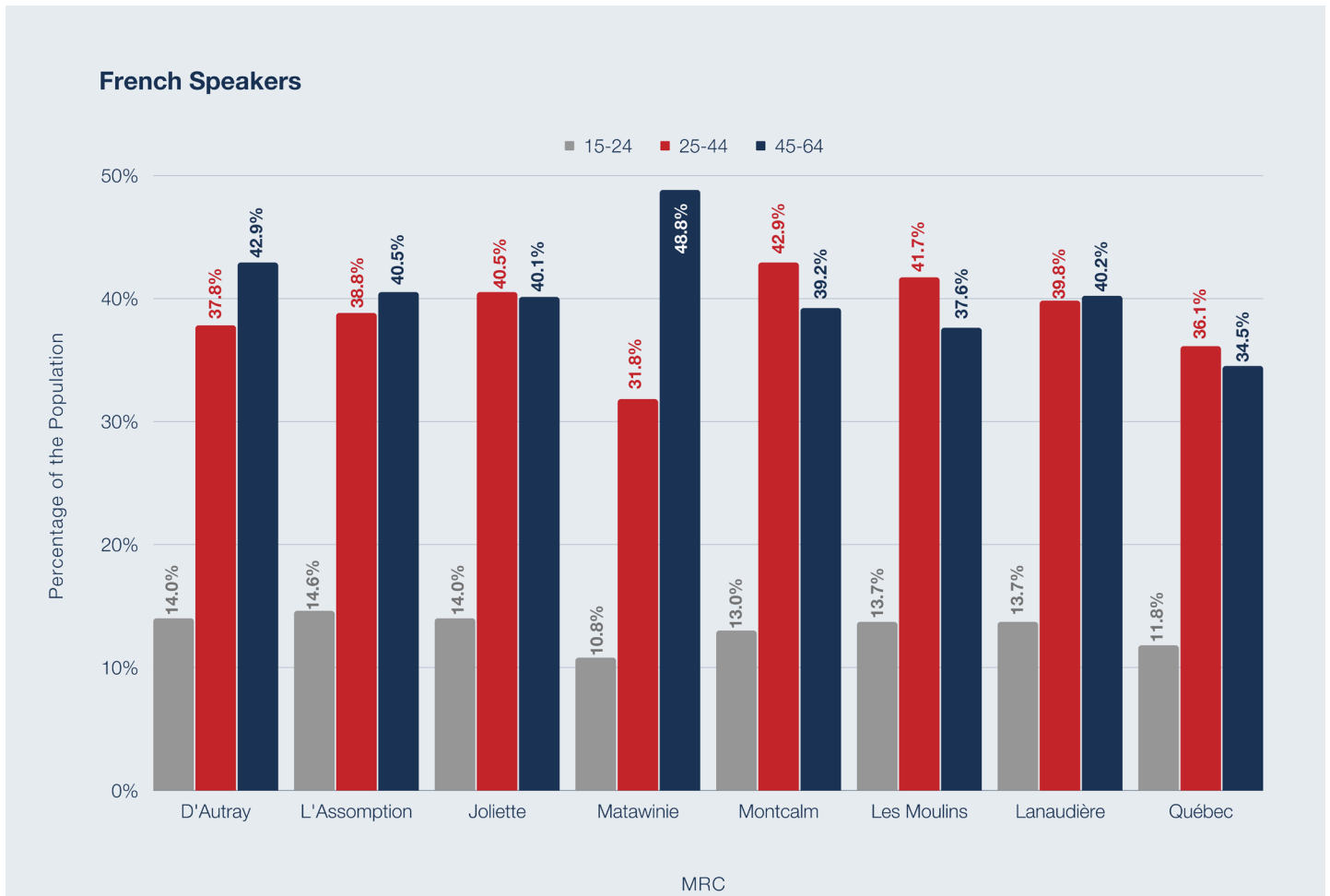
Graph 7a: Age Structure of Lanaudière's Labour Force by MRC



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

LABOUR FORCE

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



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

LABOUR FORCE

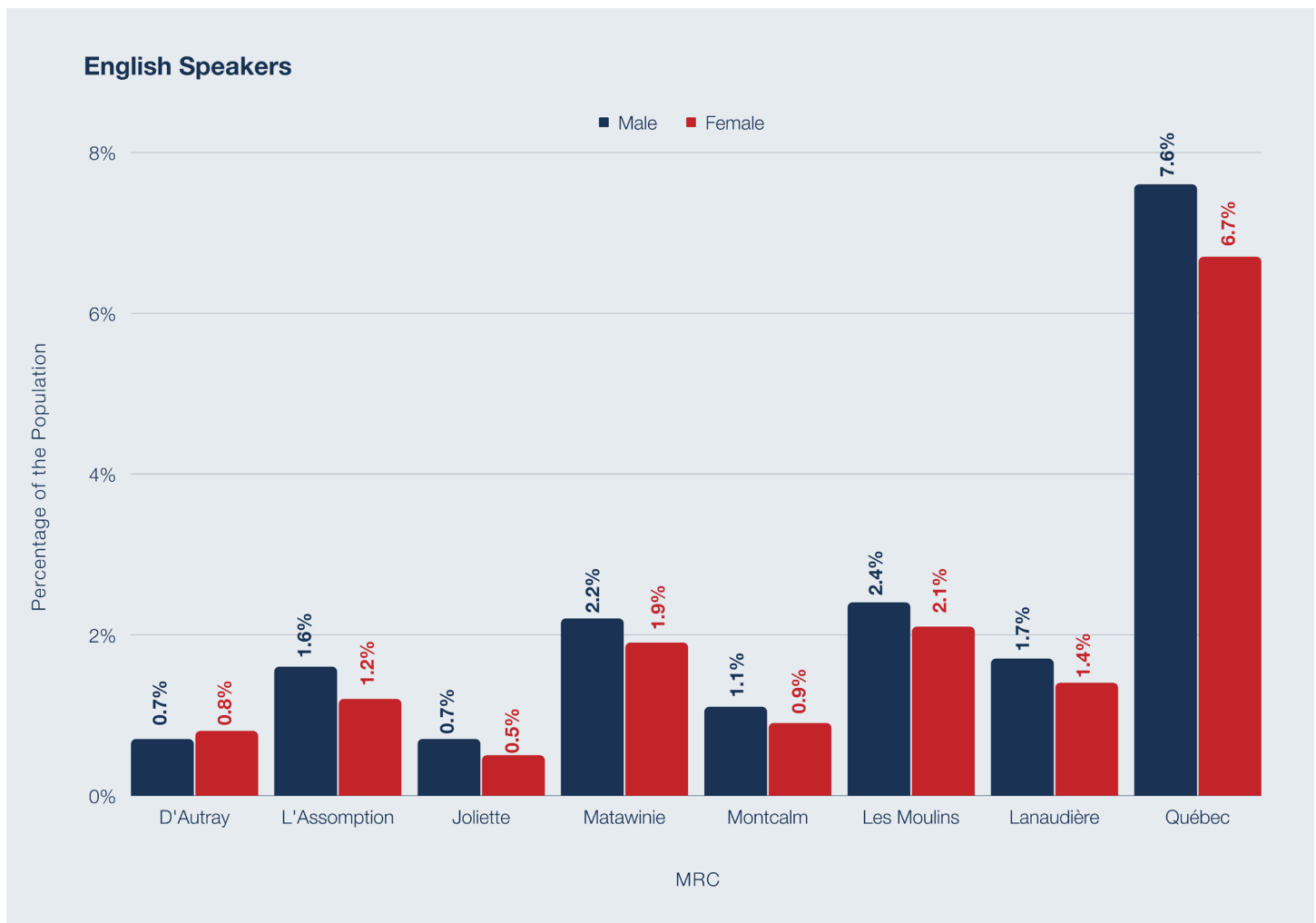
Sex Structure of Labour Force

Among both English and French speakers, there are more men than women in the labour force. This is the case in the majority of regions, and in the province as a whole.

English-speaking men make up 1.7% of the labour force, while English-speaking women make up 1.4% of the labour force.

In D'Au-tray, Joliette, Matawinie, and Montcalm, French-speaking men make up more than half of the labour force.

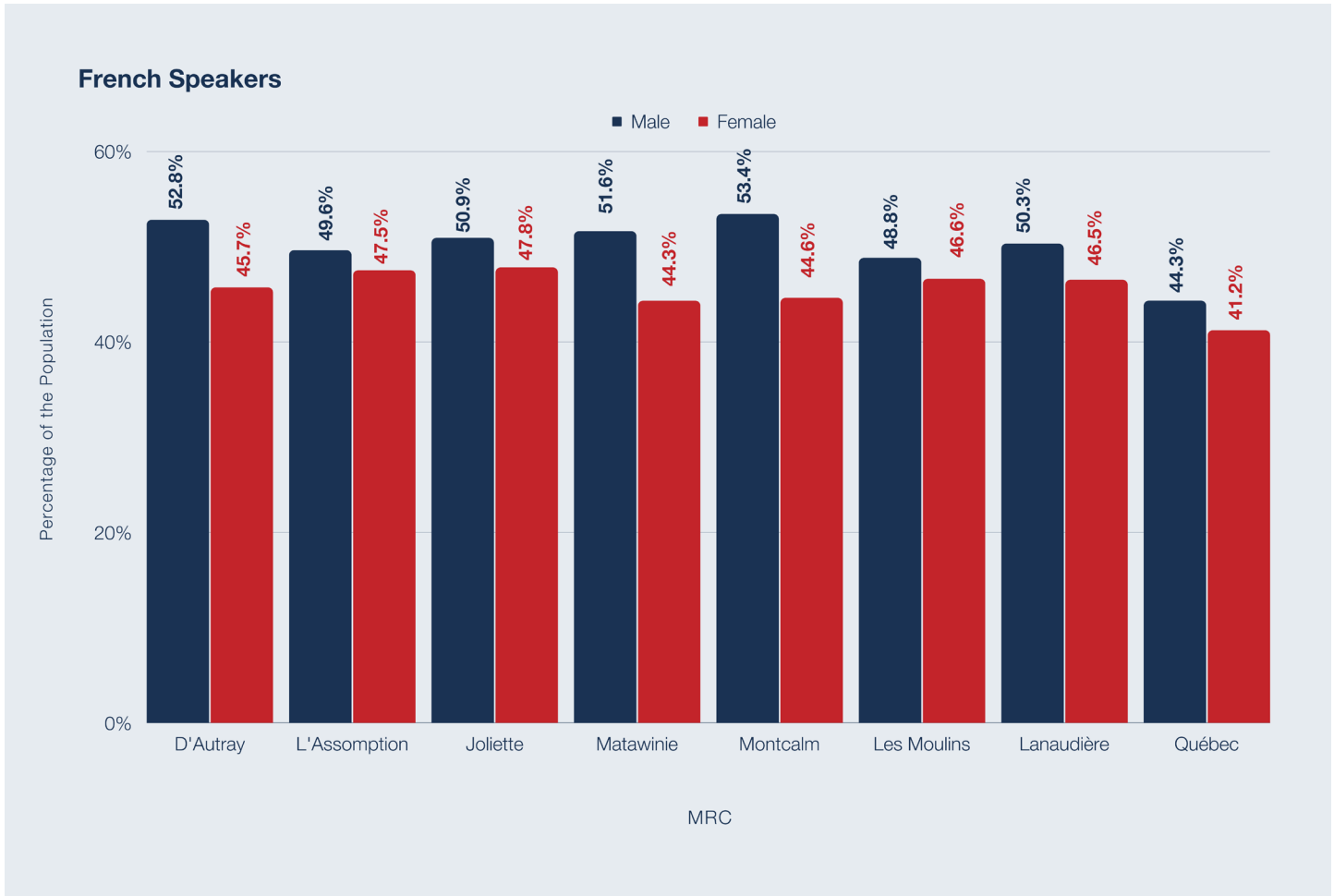
Graph 8a: Sex Structure of Lanaudière's Labour Force by MRC



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

LABOUR FORCE

Graph 8b: Sex Structure of Lanaudière'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

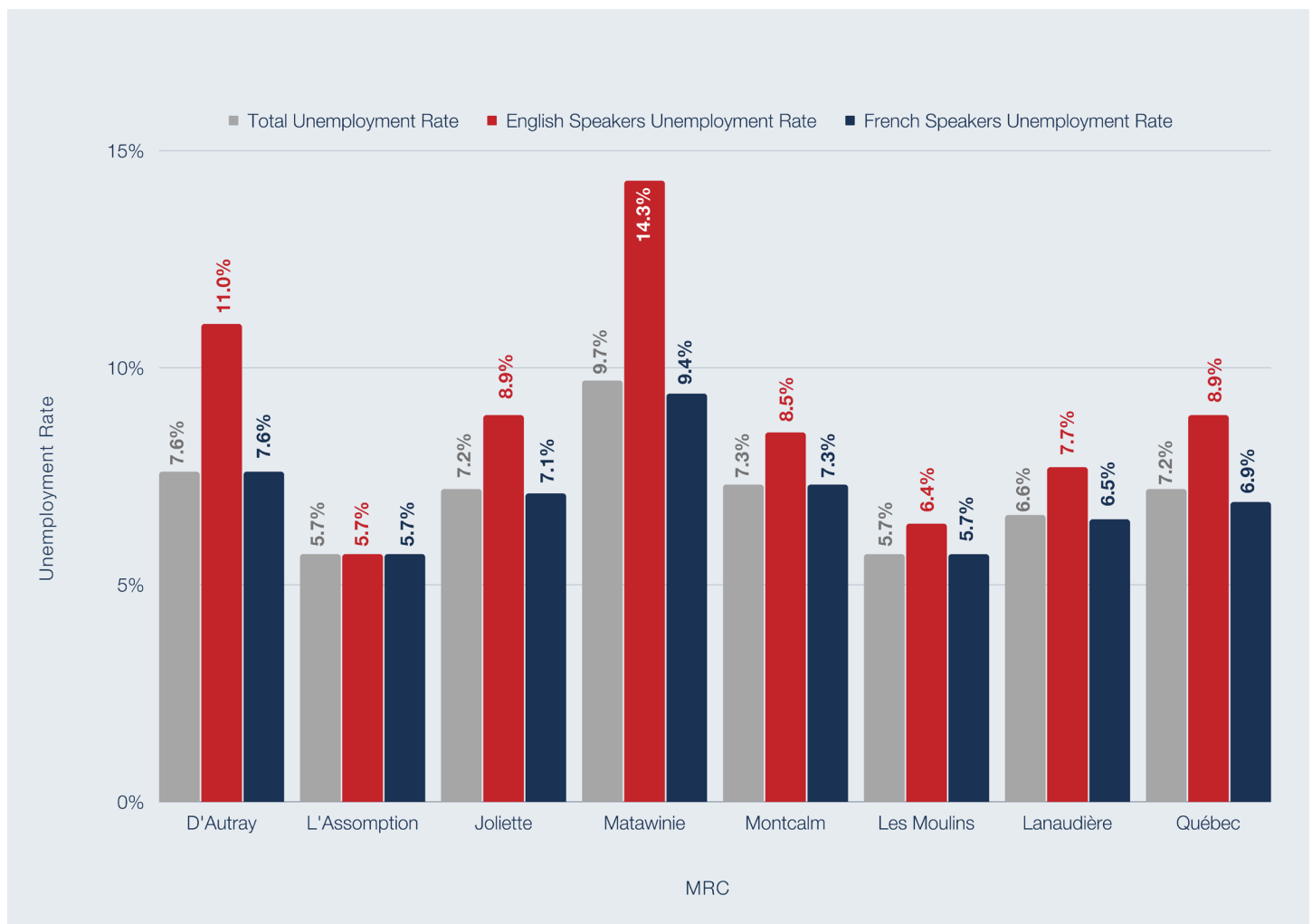
French speakers in Lanaudière have an unemployment of 6.5%, which is lower than the provincial unemployment rate (7.2%).

English speakers in the region have an unemployment rate of 7.7%, which is higher than the provincial rate.

English speakers in Matawinie experience the highest unemployment rate, at 14.3%.

English speakers in l'Assomption experience the lowest unemployment, at 5.7%. This is the same as French speakers in l'Assomption.

Graph 9: Unemployment Rate in Lanaudière by MRC



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

UNEMPLOYMENT RATE

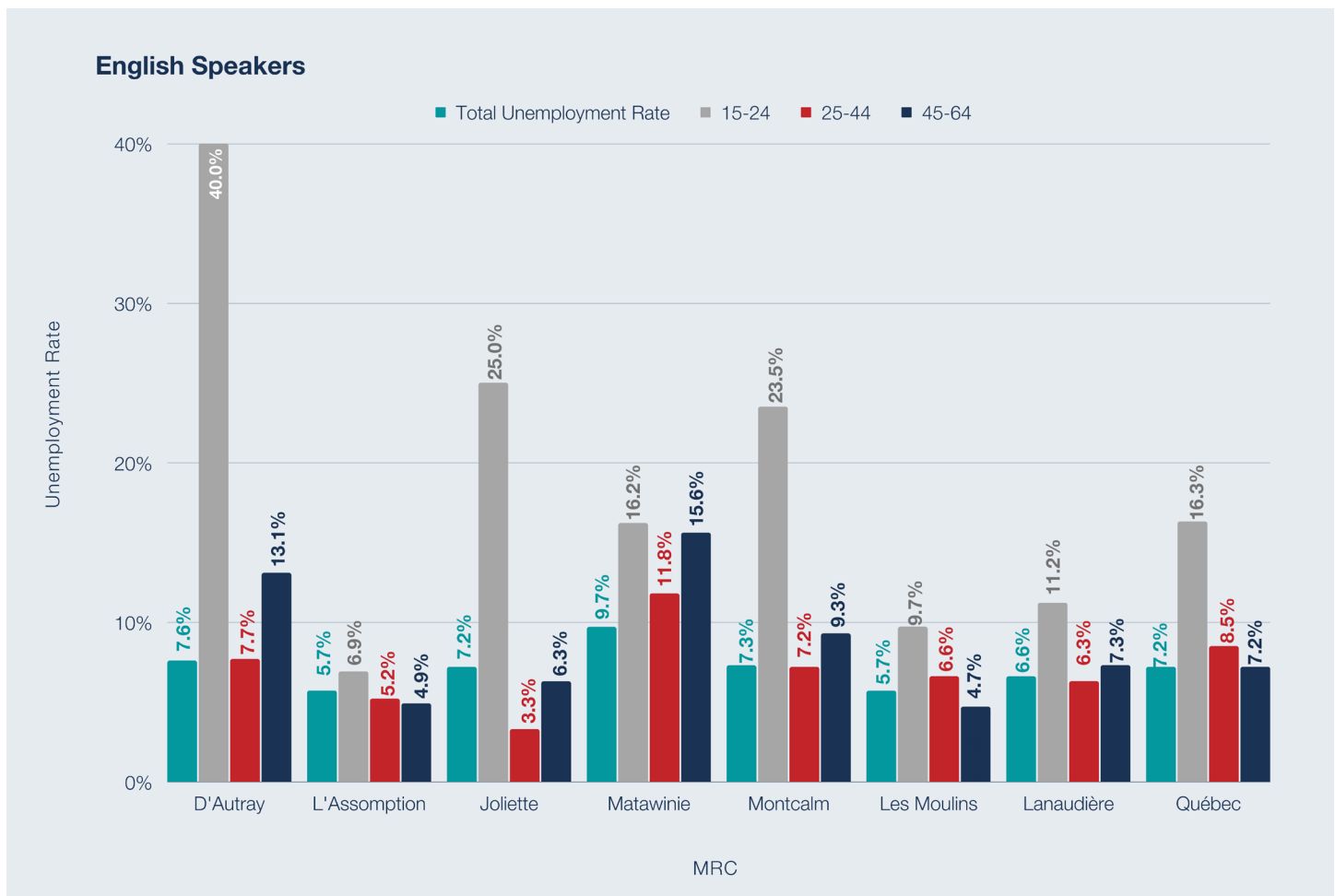
Age Structure of Unemployment Rate

Among English speakers, individuals aged 25-44 experience the lowest unemployment rate (6.3%). This is also the case among French speakers; French speakers aged 25-44 experience an unemployment rate of 5.2%.

Among both French and English speakers, youth experience the highest unemployment rates. English-speaking youth experience a lower unemployment rate than French-speaking youth (11.2% compared to 12.4%). This only occurs in one other region - Chaudière-Appalaches.

English-speaking youth in D’Autray experience the highest unemployment rate (40%), followed by English-speaking youth in Joliette (25%).

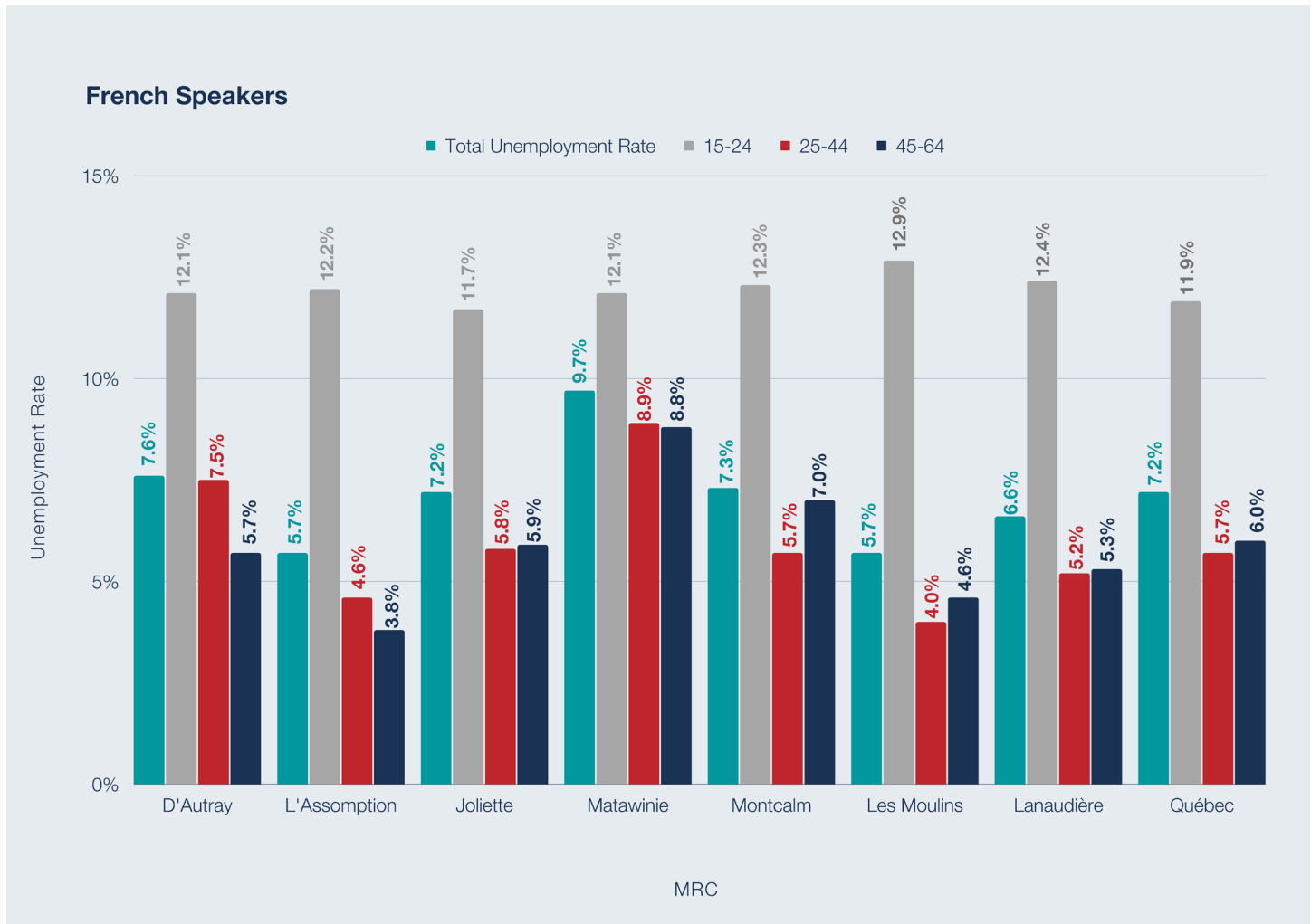
Graph 10a: Age Structure of Unemployment Rate in Lanaudière by MRC



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

UNEMPLOYMENT RATE

Graph 10b: Age Structure of Unemployment Rate in Lanaudière by MRC



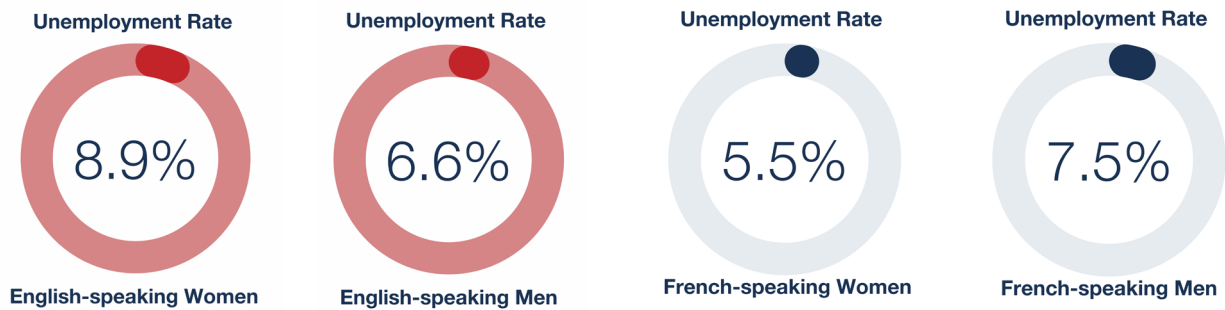
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

UNEMPLOYMENT RATE

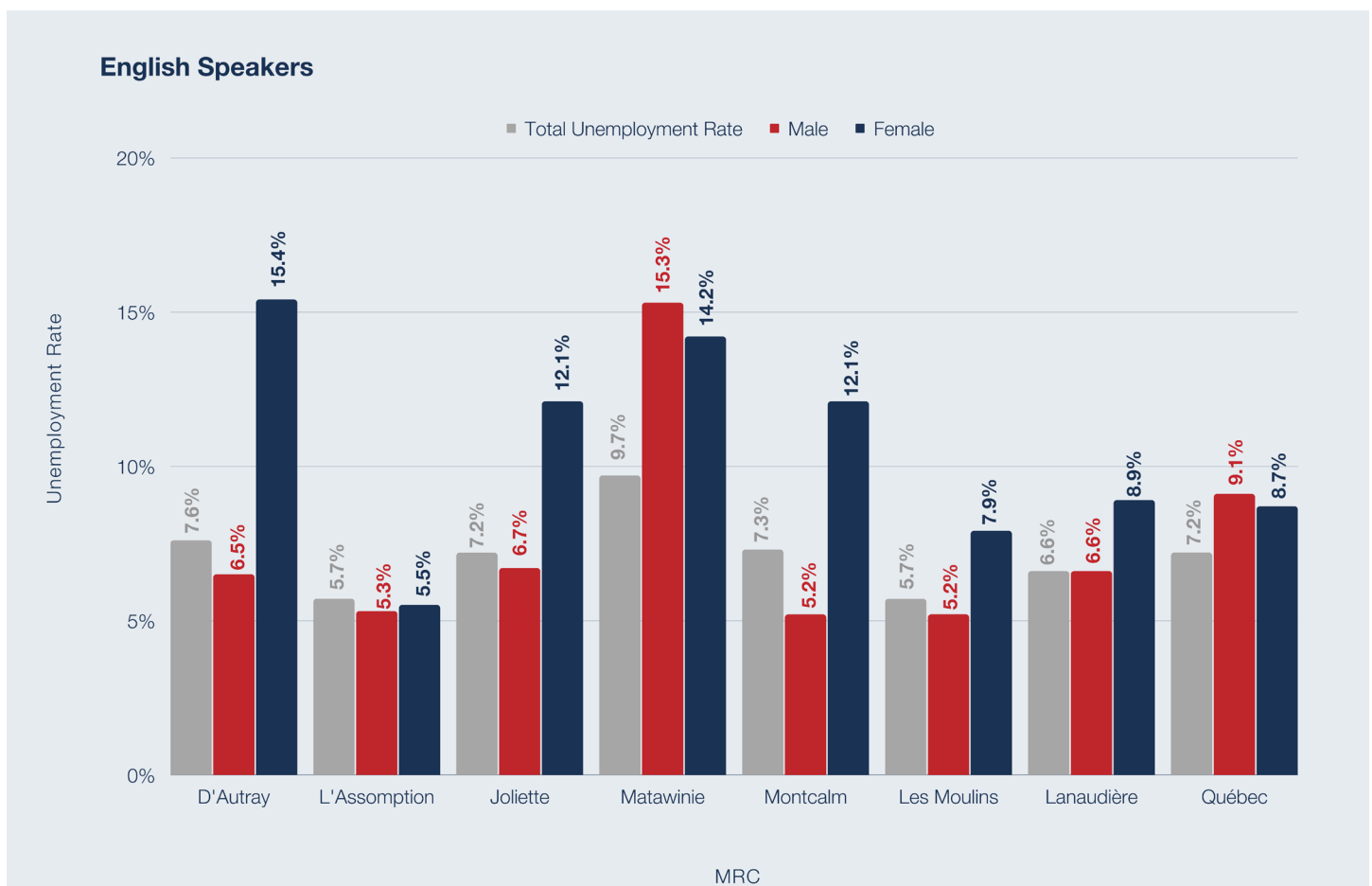
Sex Structure of Unemployment Rate

Among English speakers, women experience a higher unemployment rate than men (8.9% compared to 6.6%). At the provincial level, the inverse is true. Among French speakers, women experience a lower unemployment rate than men (5.5% compared to 7.5%). Thus French-speaking women have the lowest unemployment rate in the region, while English-speaking women have the highest.

Matawinie is the only MRC where English-speaking women experience a lower unemployment rate than English-speaking men (14.2% compared to 15.3%).



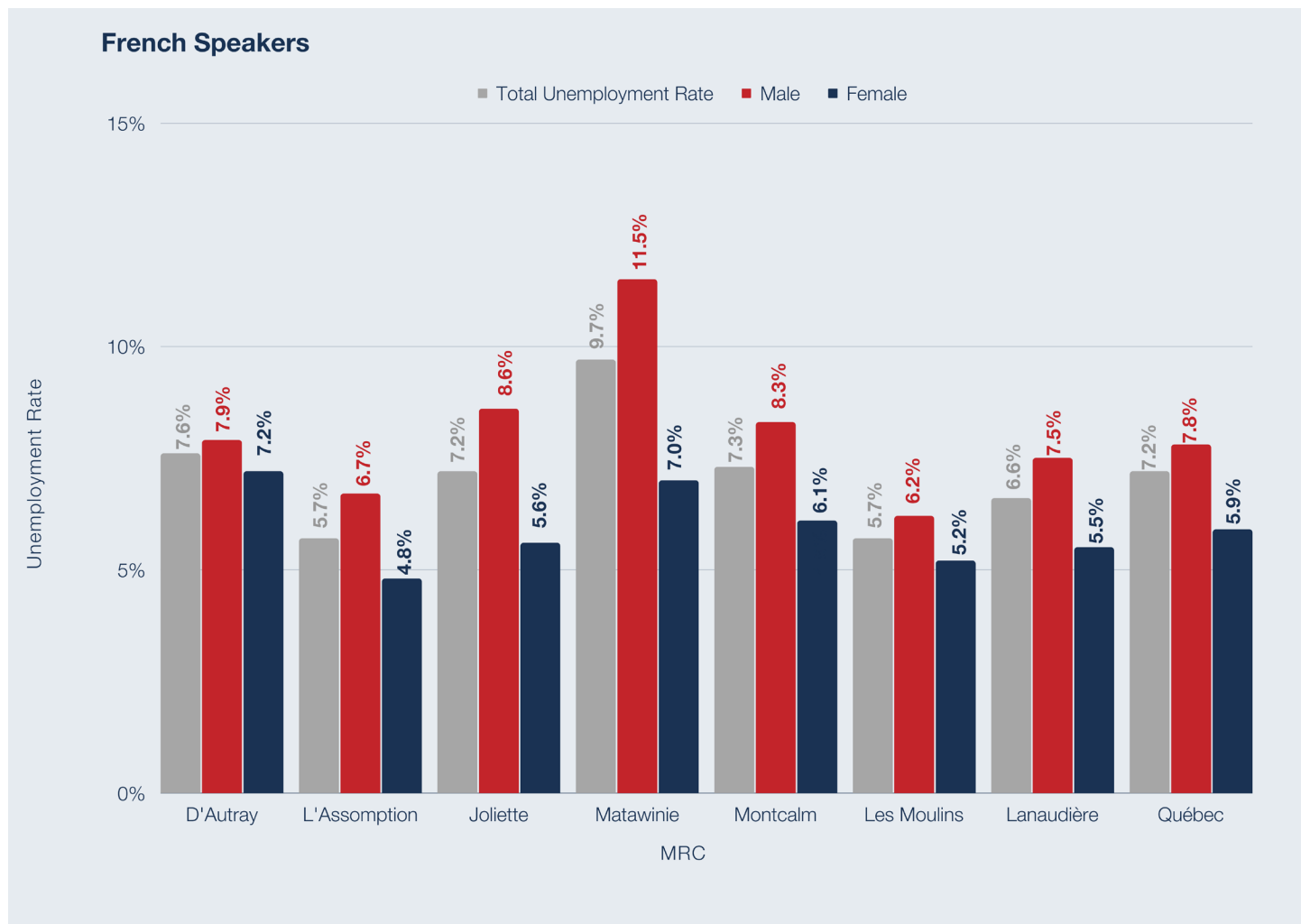
Graph 11a: Sex Structure of Unemployment Rate in Lanaudière by MRC



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

UNEMPLOYMENT RATE

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



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

Work Activity



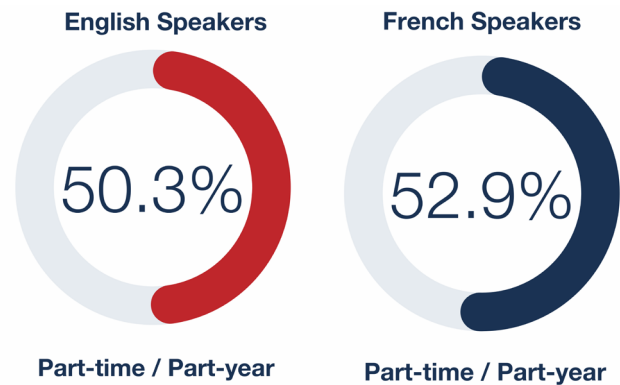
WORK ACTIVITY

Engagement in Part- and Full-time Work

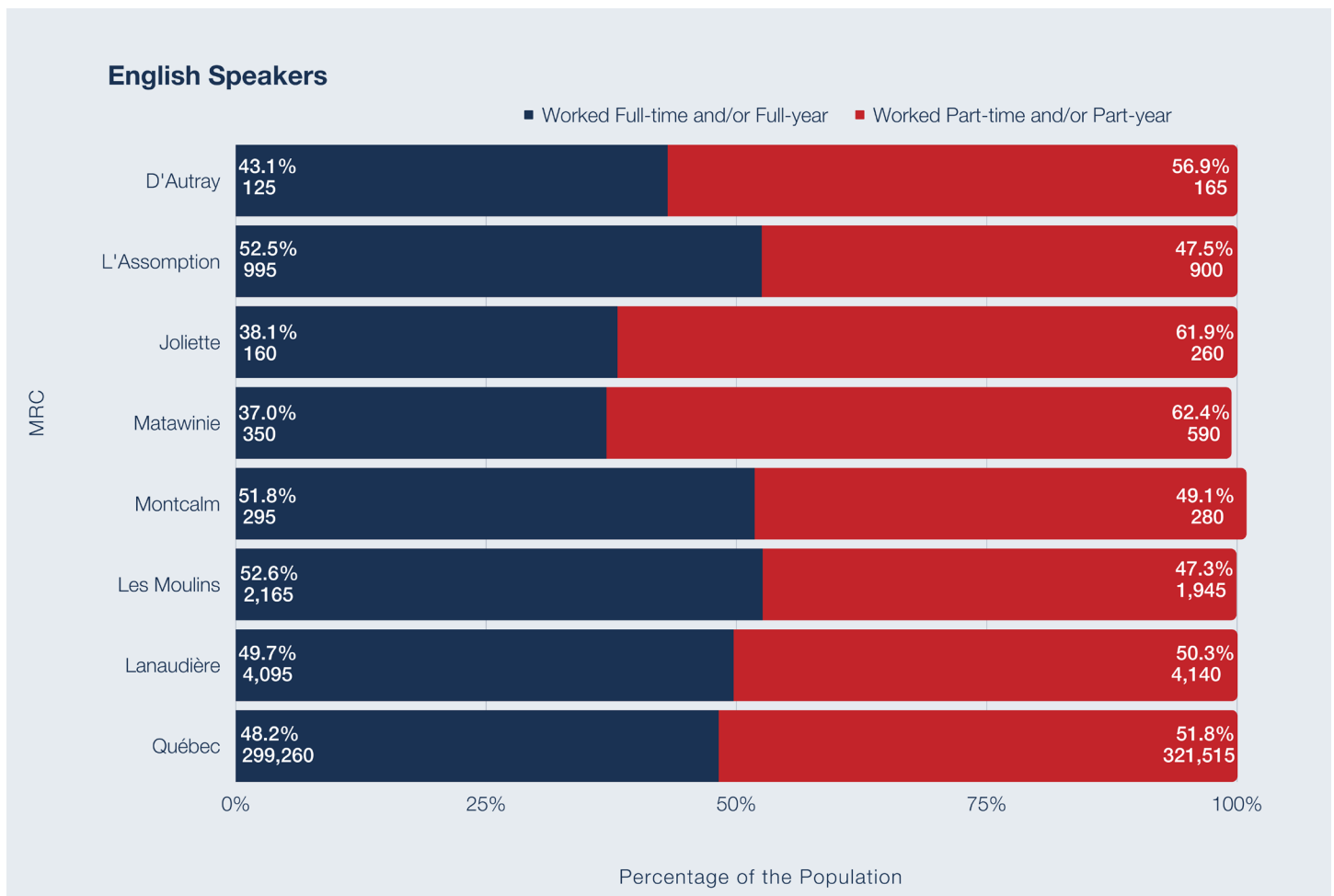
Among both English and French speakers, the majority of individuals are engaged in part-time, as opposed to full-time, work. French speakers are engaged in part-time work at a slightly higher rate than English speakers (52.9% compared to 50.3%).

Matawinie has the highest rate of engagement in part-time work; among English speakers it is 62.4%, among French speakers it is 58.1%.

In L'Assomption, Montcalm, and les Moulins, the majority of English speakers work full time.



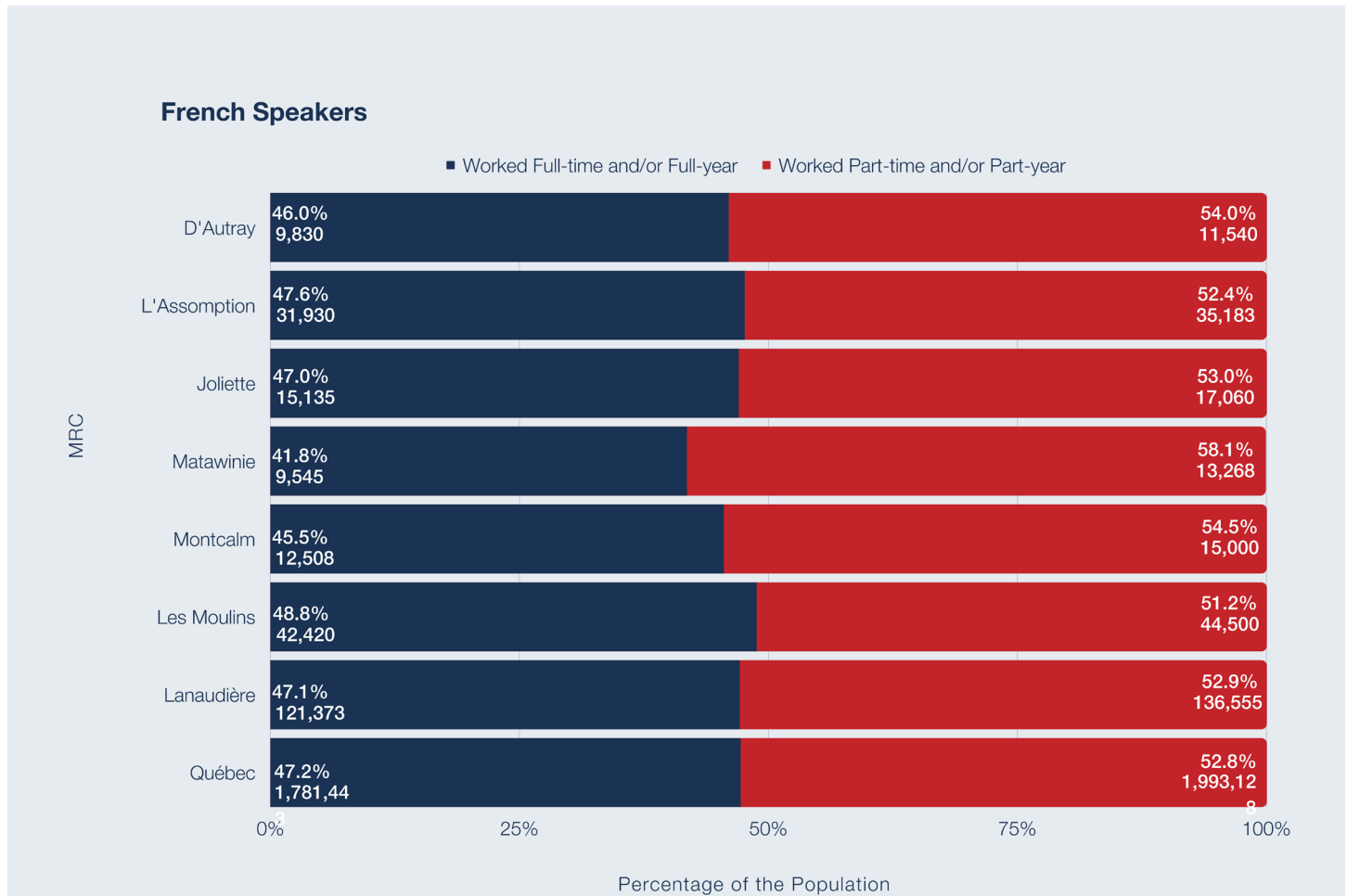
Graph 12a: Work Activity in Lanaudière by MRC



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

WORK ACTIVITY

Graph 12b: Work Activity in Lanaudière by MRC



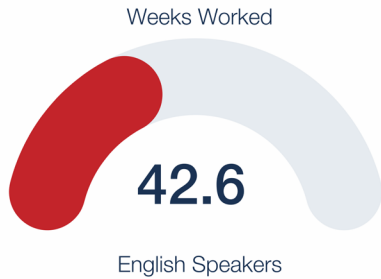
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

WORK ACTIVITY

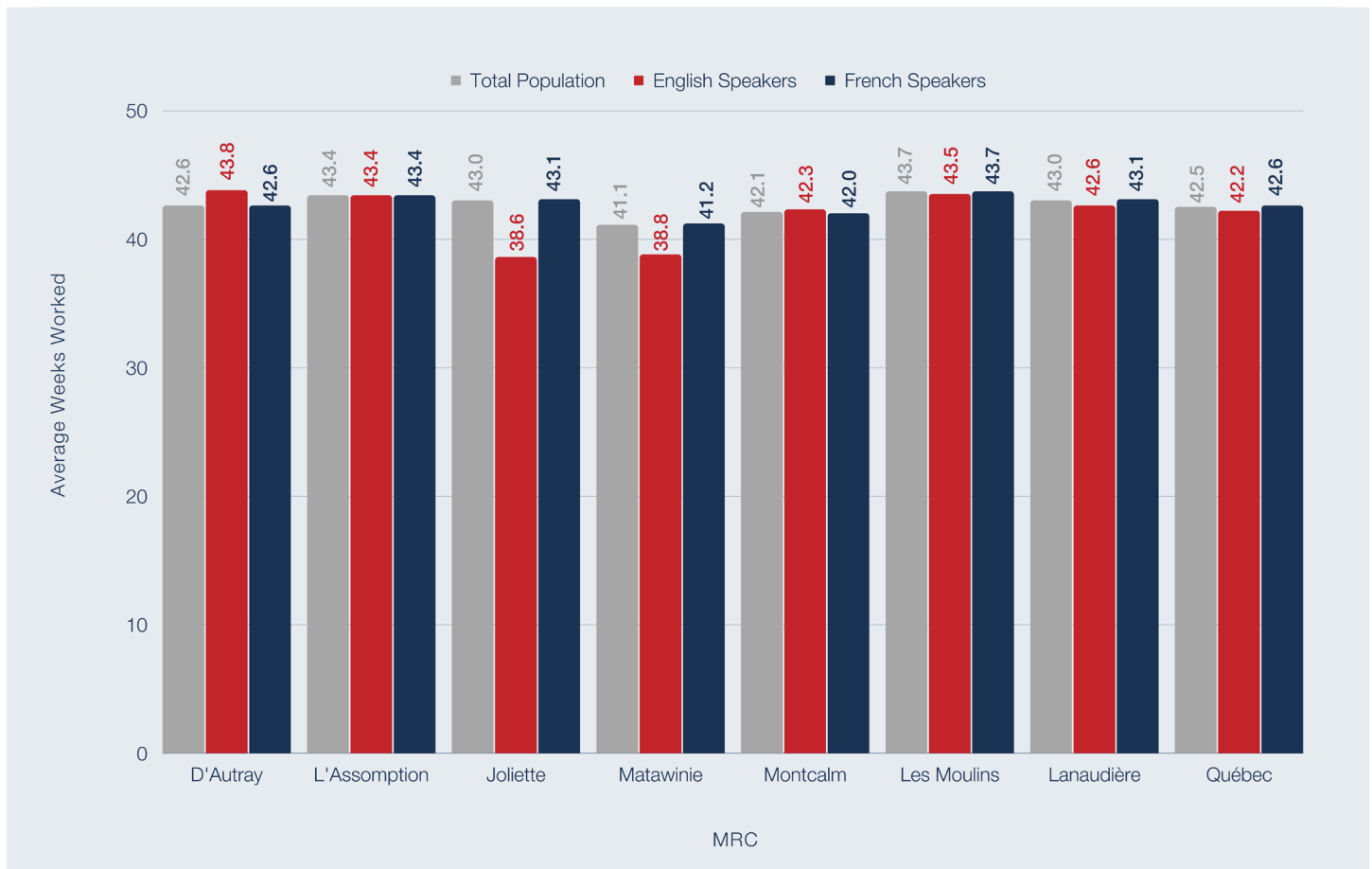
Average Weeks Worked

English speakers work for slightly fewer average weeks per year than French speakers (42.6 compared to 43.1).⁹

English speakers in Joliette and Matawinie work for the fewest average weeks per year (38.6 and 38.8, respectively). These are also the MRCs where English speakers have the highest engagement in part-time/part-year work.



Graph 13: Average Weeks Worked in Lanaudière by MRC



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

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

Income



Income

Median After-tax Income

English speakers tend to earn a lower median after-tax income than French speakers. This could be explained in part by the higher unemployment rates that English speakers experience.¹⁰

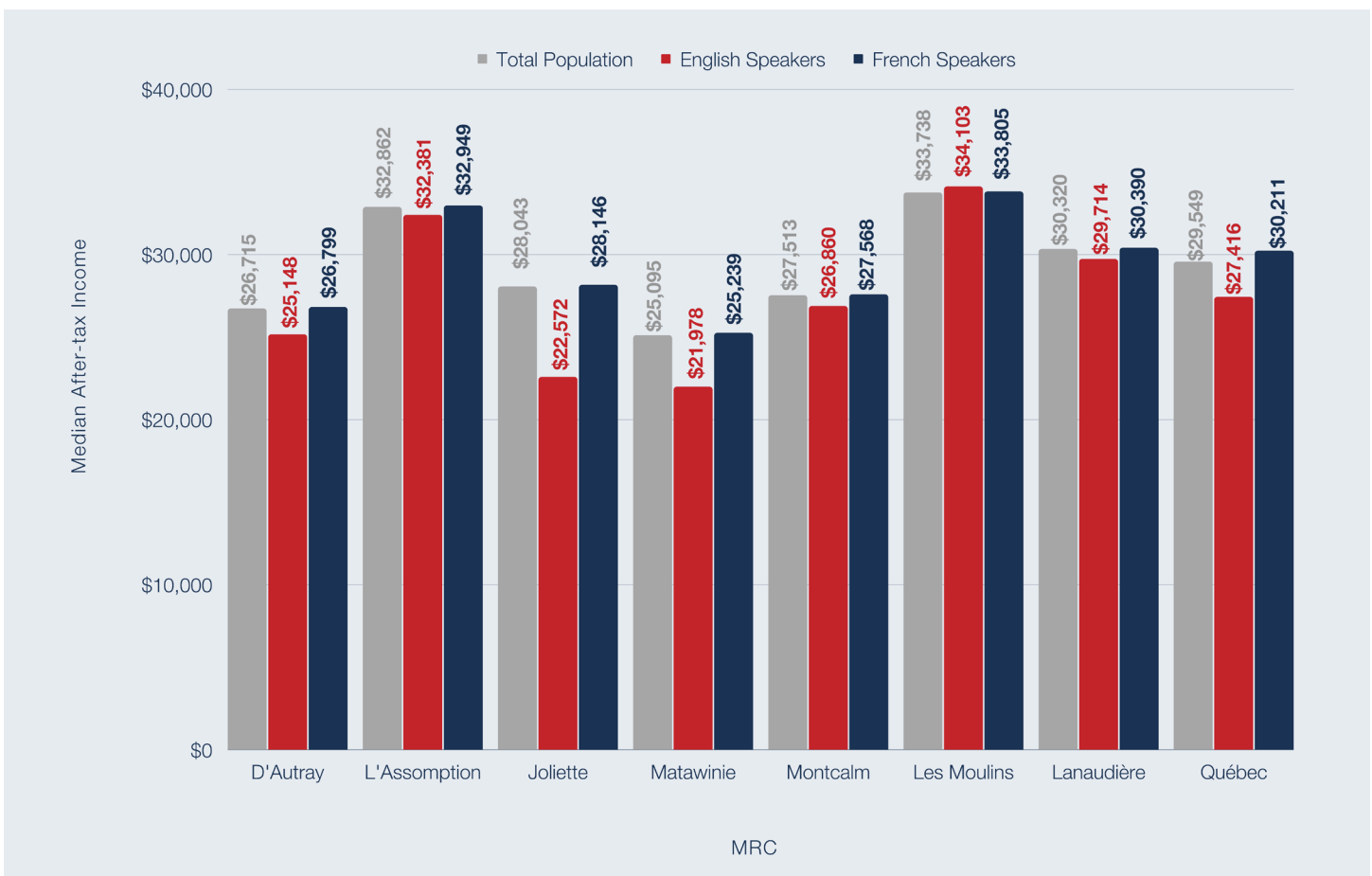
Low incomes can also be explained by the type of work that English speakers have, such as seasonal, part-time, and lower-wage work. This work can have fluctuations in income throughout the year and a lack of career advancement.

English speakers earn a slightly lower median after-tax income than French speakers in Lanaudière (\$29,714 compared to \$30,390).

In Joliette and Matawinie, English speakers earn noticeably less than French speakers (at least \$3,000 less).

Les Moulins is the only MRC where English speakers earn a higher median after-tax income than French speakers (\$34,103 compared to \$33,805).

Graph 14: Median After-tax Income in Lanaudière 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.

Education



EDUCATION

Educational Attainment

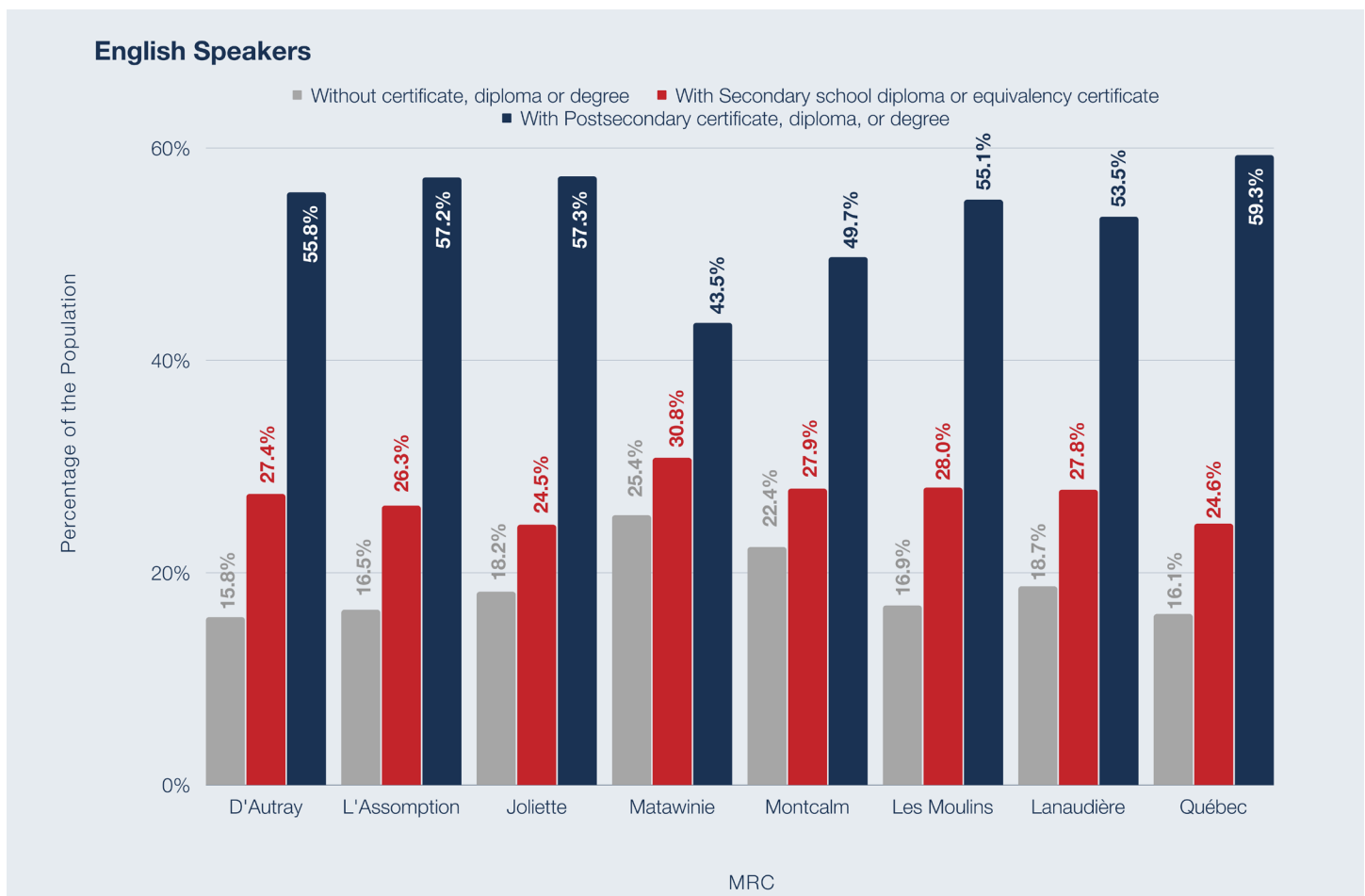
In most developed countries, employment, earnings, and labour productivity rise with educational attainment. Education provides the skills and training that are useful for labour market entry and advancement. In Québec, French is taught within the primary and secondary education systems, providing the 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 and French speakers in Lanaudière have very similar rates of postsecondary attainment (53.5% and 53.7%, respectively).

Matawinie and Montcalm are the only MRCs where less than half of English speakers have some form of postsecondary certificate, diploma, or degree.

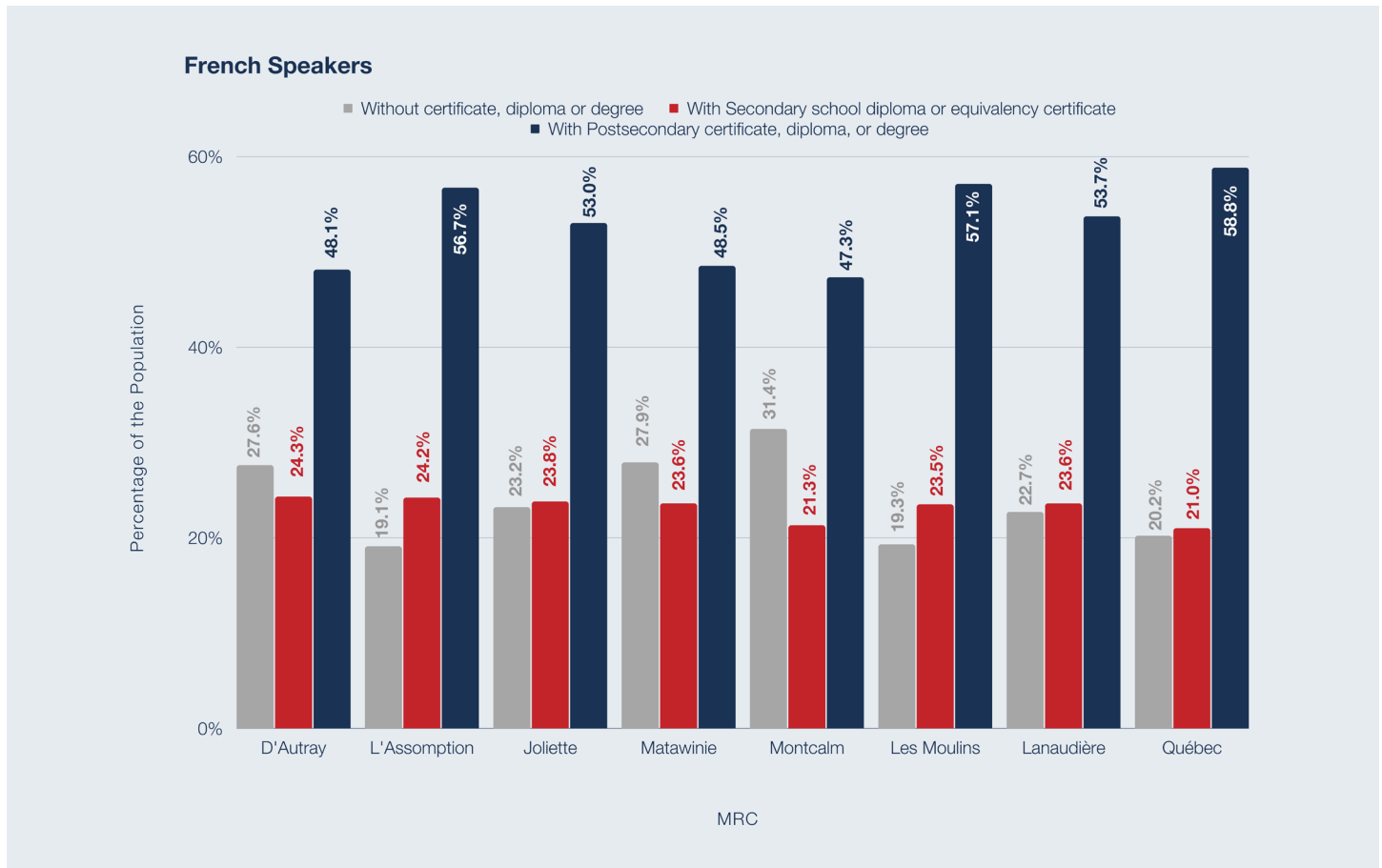
Graph 15a: Educational Attainment in Lanaudière by MRC



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

EDUCATION

Graph 15b: Educational Attainment in Lanaudière MRC



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

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