Employment Profile of English Speakers in Québec

Provincial Employment Roundtable

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ACKNOWLEDGEMENTS

Secrétariat aux relations
avec les Québécois
d'expression anglaise

Québec

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EXECUTIVE SUMMARY

A review of available data on the employment status of English speakers in Québec reveals that English speakers — who represent 13.8% of Québec's population and 14.3% of its labour force — face considerable challenges in the labour market. English speakers in most regions of Québec have higher unemployment rates and lower after-tax median incomes compared to French speakers, who represent 85.3% of the population.

Key findings:

- Resource-oriented and manufacturing-oriented regions such as Estrie, Abitibi-Témiscamingue, Nord-du-Québec, Gaspésie-Îles-de-la-Madeleine, and the Laurentides tend to have lower labour force participation from English speakers.

- Within the total population of Québec, 45-64 year olds are the majority age group amongst French speakers. Amongst English speakers, 25-44 year olds are the majority age group. However, individuals aged 25-44 constitute the largest share of the labour force for both French speakers and English speakers.

- In Québec as a whole, English speakers have an unemployment rate of 8.9%. This is 2% higher than the unemployment rate of French speakers (6.9%), and is also higher than the provincial unemployment rate (7.2%).

- Out of the 17 administrative regions in Québec, 15 are characterized by a higher unemployment rate for English speakers compared to French speakers. English speakers have significantly higher unemployment rates than French speakers in Capitale-Nationale, Abitibi-Témiscamingue, Côte-Nord, Nord-du-Québec, and Gaspésie-Îles-de-la-Madeleine. English speakers in Côte-Nord have the highest unemployment rate of any linguistic group in any region at 25.5%.

- Québec's youth aged 15-24 are the age group with the highest unemployment rate, irrespective of linguistic identity. In Québec as a whole, French-speaking youth have an unemployment rate of 11.9% while English-speaking youth have an unemployment rate of 16.3%. English-speaking youth experience high unemployment

in Mauricie (20.8%), Montréal (16.6%),Outaouais (17.2%), Abitibi-Témiscamingue (29%), Côte-Nord (25%), Nord-du-Québec (26.8%), Gaspésie-Îles-de-la-Madeleine (30.5%), and the Laurentides (17.5%).

- English-speaking women and men have unemployment rates that are much higher than the provincial unemployment rate of 7.2%. English-speaking men have an unemployment rate of 9.1% and English-speaking women have an unemployment rate of 8.7%.

- The regions with the highest levels of part-time/part-year work tend to be resource-oriented regions with seasonal industries. Gaspésie-Îles-de-la-Madeleine has the highest prevalence of part-time work in Québec: 68.5% of English speakers worked part-time/part-year and 65.9% of French speakers worked part-time/part-year.

- In 14 out of the 17 administrative regions, English speakers have a median after-tax income that is lower than that of French speakers and the total population. In Estrie, Abitibi-Témiscamingue, Nord-du-Québec, and Centre-du-Québec, English speakers earn at least $4,000 less than French speakers.

INTRODUCTION

Employment poses a unique set of challenges and opportunities for Quebecers who speak English as their first official language. Once considered to be a homogeneous elite, Québec's English-speaking community has undergone considerable changes over the past four decades. Today, Quebec's English-speaking population consists of a heterogeneous group of communities. These groups are also in the midst of considerable demographic and economic change, including an aging population and high levels of youth unemployment. Quebec's English-speaking communities are also increasingly diverse — they are the most ethno-culturally diverse official language minority community in Canada.[1] One quarter of Québec's English-speaking population belongs to a visible minority, the majority of whom are Black or South-Asian.[2]

Along with these changes, English-speaking communities are coping with varying degrees of employment-related issues. Research and lived experience have demonstrated that language skills play a significant role in how individuals experience the labour market and their employment outcomes.[3] For English-speaking Quebecers, language and linguistic identity can function as a barrier to accessing and retaining employment in a French-language labour market.

English-speaking communities also face significant opportunities. Québec is mounting a response to a long-term labour shortage by investing in new employment programs and services to upskill, re-skill, and integrate workers into the labour market. These new initiatives hold the potential to lift up all Quebecers and usher in inclusive growth and economic development across Québec.

However, new employment programming and policy action must be grounded in a shared understanding of the various needs of communities, including linguistic minorities.

This profile aims to contribute to the knowledge and understanding of the employment issues in Québec's English-speaking communities by surveying the most comprehensive information on the demographic and labour force conditions for English speakers across Québec's 17 administrative regions. 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 economic industries, work activity, income, and educational attainment with the goal of providing a more holistic picture of employment and employability.

Exploring these aspects equips community networks, policymakers, and the general public with the information they need to assess the current issues and take action to support linguistic minorities across Québec.

1. Official Languages Support Programs Branch. "A Portrait of the English-speaking Communities in Québec," (2011, June). Government of Canada. Retrieved from https://www.ic.gc.ca/eic/site/com-com.nsf/eng/h_01229.html

2. Joanne Pocock. "Socio-demographic characteristics of visible minorities in Quebec's English-speaking communities," (2015, August). Community Health and Social Services Network. Retrieved from https://1omae22rkruy1i4j5xh07m9u-wpengine.netdna-ssl.com/wp-content/ uploads/2021/08/Visible-Minority-Profiles-En.pdf

3. Organization for Economic Development and Co-operation. "How language learning opens doors," (2020). Retrieved from https://www.oecd.org/pisa/foreign- language/opens-doors.pdf Cite an academic source

METHODOLOGY AND DEFINITIONS

Methodology

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

The profile uses 25% sample data from the 2016 Census.[4] 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 Québec's 17 administrative regions. Administrative regions serve to organize the allocation and delivery of government services in Québec.

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.

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.

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.

Educational Attainment

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

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.

Language

English speakers and French speakers in this profile are classified according to Statistics Canada's definition of First Official Language Spoken (FOLS).[5] 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).

4. A note on census data: 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.

5. 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

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.

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 of Québec

English-speaking population in Québec

13.8%

English speakers in Québec constitute approximately 13.8% of Québec's total population. Out of the 1,097,920 English speakers in Québec, more than half (56.7%) live in the region of Montréal.

There are large populations of English speakers in Montérégie, Laval, and Outaouais where English speakers represent 15.5%, 8.3%, and 6.4% of Québec's total English-speaking population, respectively.

Nord-du-Québec has the highest percentage of English speakers in any region in Québec. English speakers in Nord-du-Québec represent 53.2% of the region's population.

Montréal (32.8%), Laval (22.2%), and Outaouais (18.7%) have large proportions of English speakers within their respective regions.

Graph 1: Total Population of Québec by Administrative Region

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

Region	French %	French pop.	English %	English pop.
Bas-Saint-Laurent	99.4%	188,853	0.6%	1,080
Saguenay–Lac-Saint-Jean	99.2%	266,830	0.7%	1,970
Capitale-Nationale	97.7%	693,193	2.0%	14,210
Mauricie	98.5%	253,110	1.3%	3,230
Estrie	92.2%	285,750	7.5%	23,100
Montréal	64.9%	1,229,053	32.8%	622,160
Outaouais	80.8%	304,625	18.7%	70,575
Abitibi-Témiscamingue	96.3%	137,923	3.6%	5,155
Côte-Nord	93.8%	85,088	5.7%	5,175
Nord-du-Québec	40.4%	17,753	53.2%	23,340
Gaspésie–Îles-de-la-Madeleine	90.0%	79,340	10.0%	8,785
Chaudière-Appalaches	99.0%	404,688	0.9%	3,755
Laval	75.8%	311,538	22.2%	91,115
Lanaudière	96.9%	471,013	2.9%	14,215
Laurentides	93.2%	538,758	6.5%	37,555
Montérégie	87.9%	1,296,403	11.5%	169,915
Centre-du-Québec	98.7%	231,370	1.1%	2,575
Québec	85.3%	6,795,278		1,097,920

Percentage of the Population

Administrative Region

*population

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

POPULATION

Age Structure of Population

Within the total population of Québec, 45-64 year olds are the majority age group amongst French speakers. Amongst English speakers, 25-44 year olds are the majority age group.

French speakers aged 45-64 represent 25.1% of Québec's total population, while English speakers aged 25-44 represent 4% of the total population.

In 11 of the regions, however, there are more English speakers aged 45-64 than 25-44.

In Nord-du-Québec, English-speaking 25-44 year olds are the largest working-age group.

Graph 2a: Age Structure of Québec's Population by Administrative Region
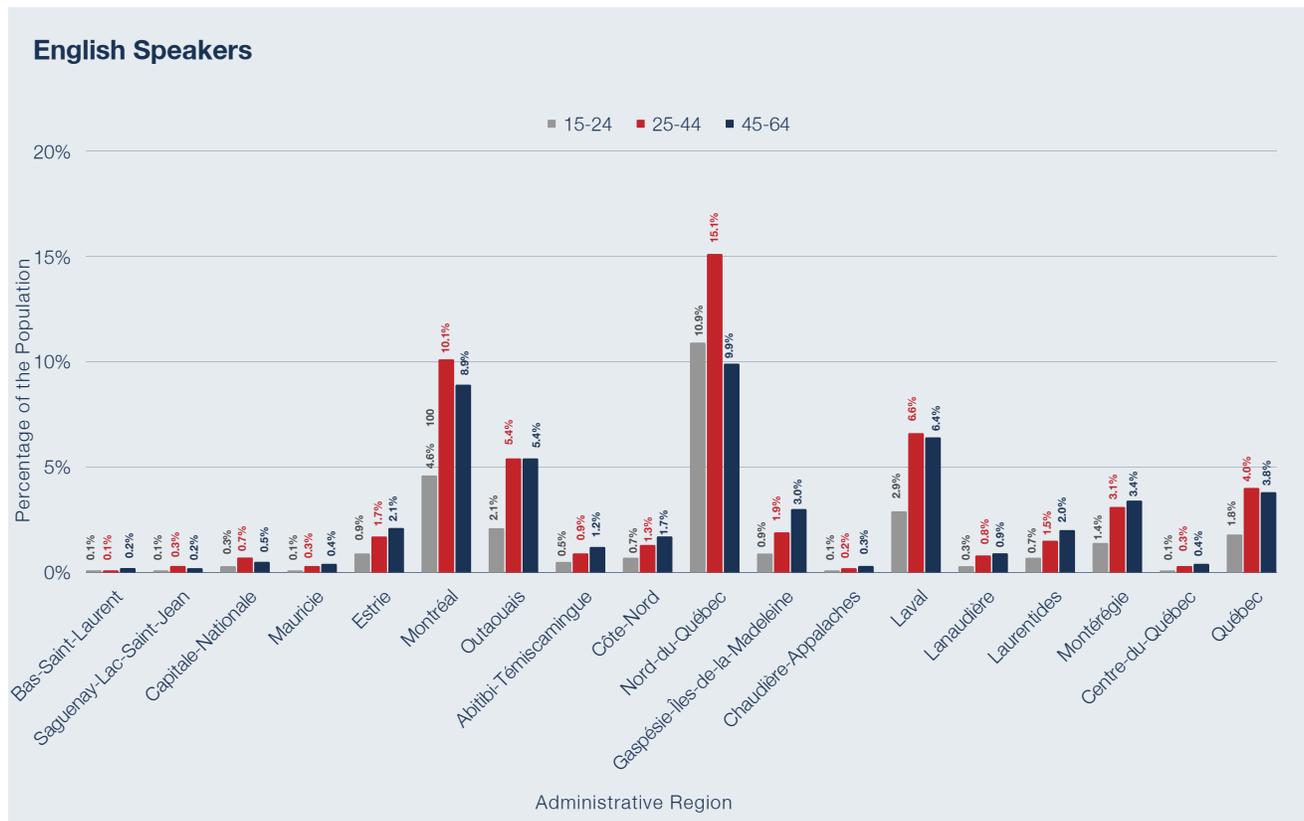
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

POPULATION

Age Structure of Population

10.1% — In Montréal, English speakers aged 25-44 constitute 10.1% of the region's total population.

Outaouais is the only region where English speakers aged 25-44 and 45-64 represent the same proportion of the region's population (5.4%). — **5.4%**

20.3% — Montréal is the only region where 45-64 year olds are not the largest age group among French speakers. French-speaking 25-44 year olds represent the largest portion of the region's population (20.3%).

Graph 2b: Age Structure of Québec's Population by Administrative Region

French Speakers

Legend: ■ 15-24   ■ 25-44   ■ 45-64

Y-axis: Percentage of the Population (0% – 40%)
X-axis: Administrative Region

Region	15-24	25-44	45-64
Bas-Saint-Laurent	9.9%	21.2%	32.1%
Saguenay-Lac-Saint-Jean	10.5%	22.8%	31.2%
Capitale-Nationale	10.9%	25.6%	28.2%
Mauricie	10.5%	21.5%	31.3%
Estrie	10.9%	21.7%	27.1%
Montréal	7.8%	20.3%	16.4%
Outaouais	9.6%	20.5%	24.5%
Abitibi-Témiscamingue	11.0%	23.1%	29.8%
Côte-Nord	10.2%	22.1%	30.4%
Nord-du-Québec	5.3%	11.4%	11.7%
Gaspésie–Îles-de-la-Madeleine	8.1%	17.4%	32.0%
Chaudière-Appalaches	10.6%	23.5%	29.8%
Laval	9.7%	18.3%	22.4%
Lanaudière	11.2%	23.6%	29.4%
Laurentides	10.7%	22.3%	29.1%
Montérégie	10.1%	21.6%	26.2%
Centre-du-Québec	10.8%	23.5%	29.3%
Québec	9.7%	21.7%	25.1%

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

POPULATION

Sex Structure of Population
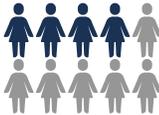
French-speaking women are the majority sex-linguistic group in Québec, representing 43.1% of the total population while French-speaking men represent 42.2% of the total population.
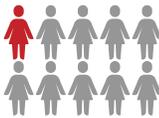
English-speaking women represent 6.8% of the total population of Québec, while English-speaking men represent 6.9% of the total population.

In Abitibi-Témiscamingue, Côte-Nord, and Gaspésie-Îles-de-la-Madeleine, there are more English-speaking women than English-speaking men. English-speaking women in Gaspésie-Îles-de-la-Madeleine represent 5.2% of the region's population while English-speaking men in Gaspésie-Îles-de-la-Madeleine represent 4.8% of the population.

Graph 3: Sex Structure of Québec's Population by Administrative Region
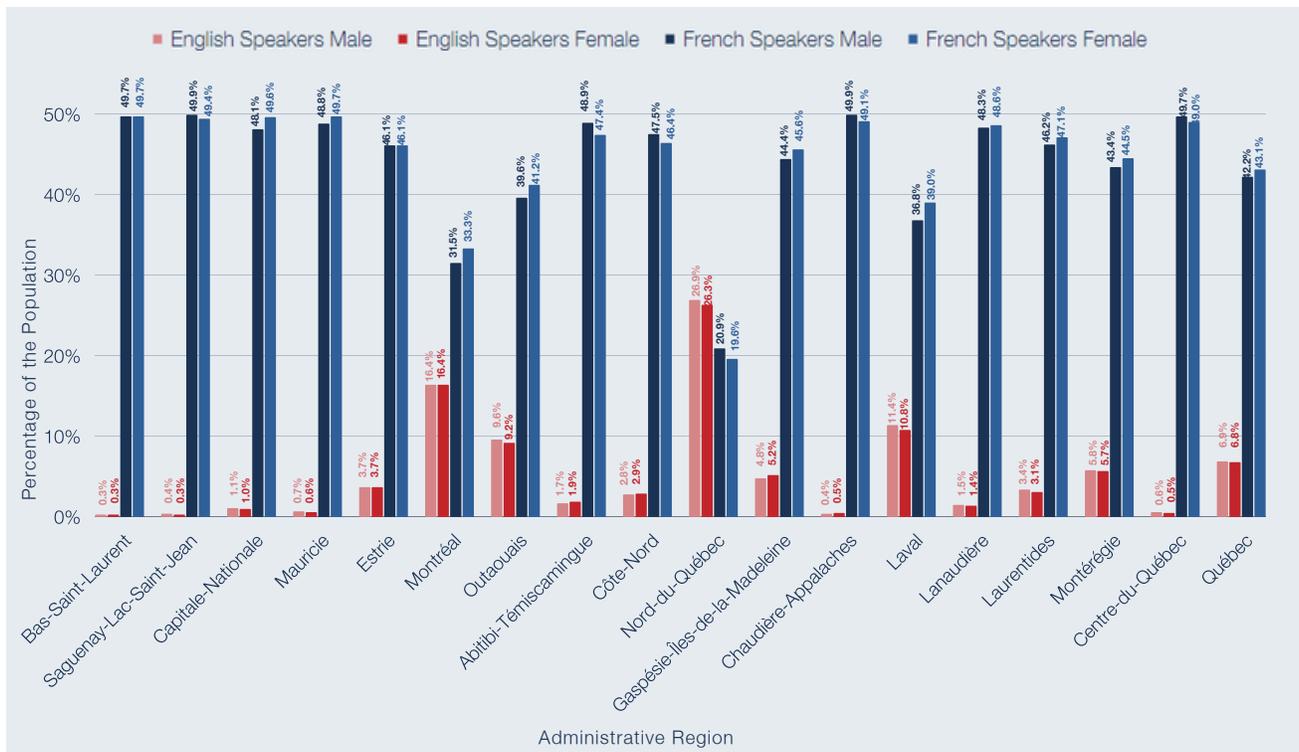
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).
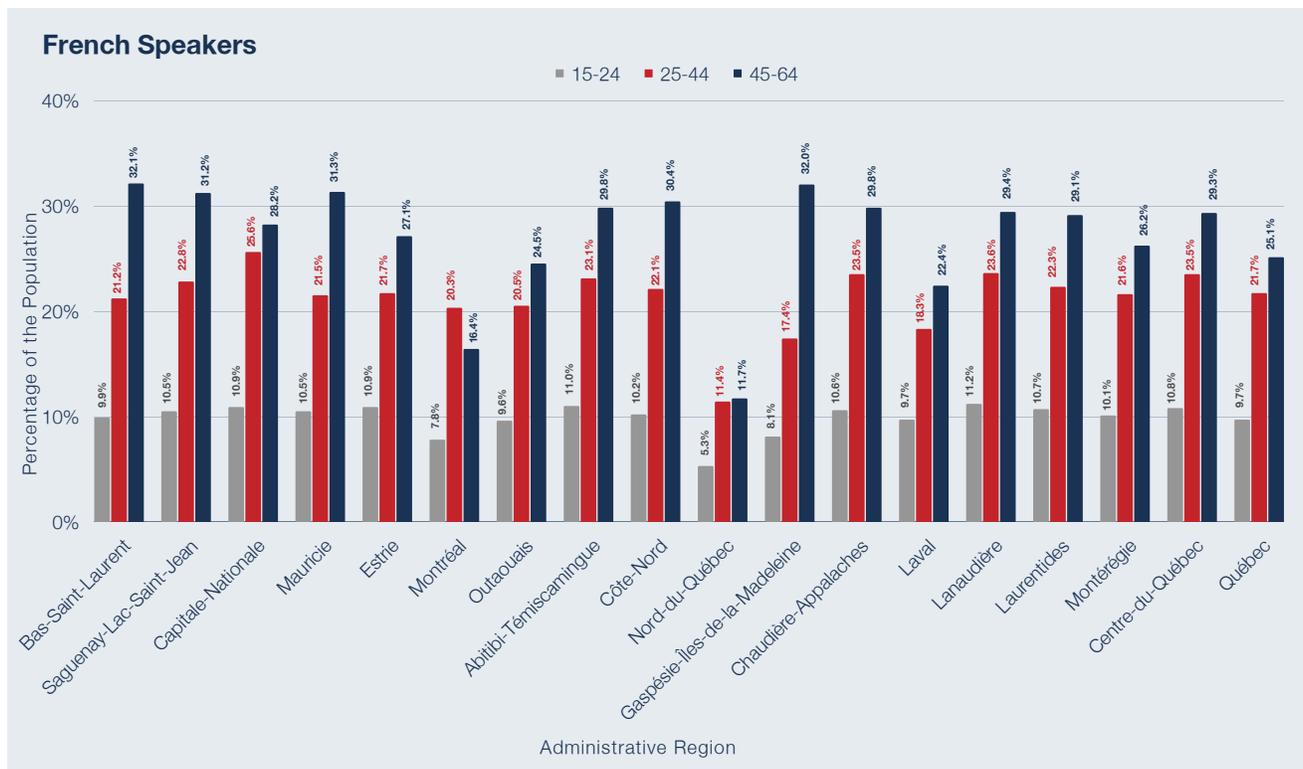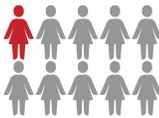
Economic Structure

ECONOMIC STRUCTURE

Economic Categories

Québec's 17 regions are organized into three economic categories: resource-oriented regions, manufacturing-oriented regions, and urban regions. Resource-oriented regions have economies centered on resource extraction and/or generation of hydro-electricity. Manufacturing-oriented regions feature manufacturing industries, and often supply labour to the urban centres they are in close proximity to. Finally, urban regions are distinguished by a low presence of primary industry and an emphasis on the services sector — although notably every region has a large services sector.

Urban regions typically have the highest scores on Quebec's Economic Development Index,[6] three of the five regions with above-average scores (over 100) are urban regions. However, the urban region of Outaouais ranks sixth on the Index with a below-average score of 98.7. Additionally, regions with diverse economies that do not heavily depend on a singular industry tend to score higher on the Index due to their resilience in the face of economic downturns.[7]

Table 1 : Québec's Administrative Regions by Economic Category

Resources	Manufacturing	Urban
Bas-Saint-Laurent Abitibi-Témiscamingue Côte-Nord Nord-du-Québec Gaspésie-Îles-de-la-Madeleine	Saguenay-Lac-Saint-Jean Mauricie Estrie Chaudière-Appalaches Lanaudière Laurentides Montérégie Centre-du-Québec	Capitale-Nationale Montréal Outaouais Laval

Source: Institut de la statistique du Québec and Ministère de l'Économie et de l'Innovation

Québec has a diverse mix of industries across all 17 regions. Key industries in Québec include mining, forestry, fishing, health care, education, public administration, technology, tourism, and the manufacturing of food products, machinery, and transportation equipment.

From 2013-2017, sales of goods manufactured within the province increased by an average of 3.0% each year.[8] From 2016-2020, private investment is expected to have increased by an average of 1.7% each year.[9] Public investment is expected to have increased by 7.6% annually during the same period.[10] Though private sector investment grew at a lower rate than public sector investment, it represented 49.3% of all investment in Québec.

For the year 2020, 53.8% of private sector investment was oriented towards manufacturing regions. Public sector investment was largely oriented towards urban regions due to the higher concentration of public administration and public services in those regions.

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6. 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.
7. 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 12.
8. Ministère de l'Économie et de l'Innovation du Québec. "Région Abitibi-Témiscamingue: Structure économique," (2021). Retrieved from: https://www.economie.gouv.qc.ca/pages-regionales/abitibi-temiscamingue/portrait-regional/structure-economique/
9. Ibid
10. Hamelin. "Portrait manufacturier des régions du Québec," 60.

ECONOMIC STRUCTURE

In general, investments tend to align with the main industries in a given region.[11] Regions with strong primary industry activity tend to attract investments in those industries. Abitibi-Témiscamingue is the region which received the highest private investments in Québec between 2016-2020, largely due to its mining sector. Gaspésie-Îles-de-la-Madeleine and Côte-Nord received the lowest private investments in Québec, although it is worth noting that Côte-Nord experienced the most growth in private investment (+21.4% annually) between 2016-2020.

Table 2 : Québec Economic Development Index, 2018 by Administrative Region

Index points (Québec = 100)	Administrative Region
107,3	Montréal
104	Laval
103,7	Capitale-Nationale
100,6	Laurentides
100,8	Montéregie
98,7	Outaouais
96,3	Chaudière-Appalaches
96,0	Abitibi-Témiscamingue
94,0	Estrie
93,7	Nord-du-Québec
92,2	Côte-Nord
91,8	Lanaudière
90,6	Saguenay-Lac-Saint-Jean
89,3	Centre-du-Québec
89,2	Mauricie
88,2	Bas-Saint-Laurent
83,1	Gaspésie-Îles-de-la-Madeleine

Source: Institut de la statistique du Québec and Ministère de l'Économie et de l'Innovation.

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11. Hamelin. "Portrait manufacturier des régions du Québec," 66.

Industries

INDUSTRIES

Top Industries in Québec

In 2020, the primary sector accounted for 2.3% of jobs in Québec, while the manufacturing sector accounted for 11.6%, construction for 6.2%, and services sector for 79.9%.[12]

Primary sector 2.3%   **Manufacturing** 11.6%   **Construction** 6.2%   **Services** 79.9%

The services sector encompasses a vast array of occupations and industries ranging from health care to retail and education. The category of "Other" includes service industries such as repair services and religious organizations.

Even in regions that are resource- or manufacturing-oriented, the services sector is the largest as it emerges around resource and manufacturing industries to provide supporting services such as administrative, health, social, education, and food services.

Graph 4: Top 10 Industries in Québec for Total Population
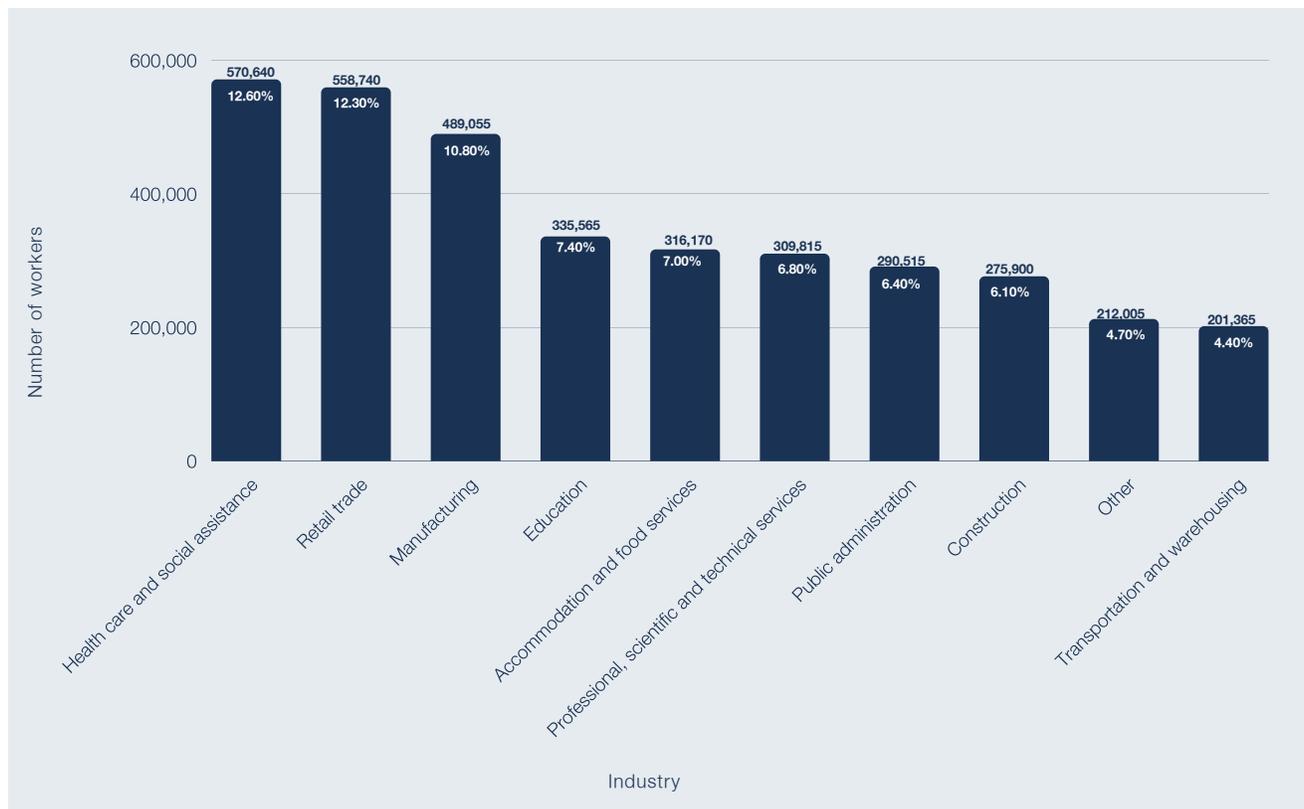
Industry	Number of workers	Percentage
Health care and social assistance	570,640	12.60%
Retail trade	558,740	12.30%
Manufacturing	489,055	10.80%
Education	335,565	7.40%
Accommodation and food services	316,170	7.00%
Professional, scientific and technical services	309,815	6.80%
Public administration	290,515	6.40%
Construction	275,900	6.10%
Other	212,005	4.70%
Transportation and warehousing	201,365	4.40%

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

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

INDUSTRIES

Top Industries for English Speakers

The top industries in which English speakers tend to work are similar to the top industries in Québec overall, specifically retail, manufacturing, health care and social assistance, and professional, scientific and technical services. The health care and social assistance industry is the leading employer of Quebecers as a whole, while retail is the leading employer of English speakers.

Professional, scientific, and technical industries are one of the top four employers of English speakers. Areas of employment in this category include law, consulting, design, engineering, and scientific research.

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

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

There has been a significant expansion of the video game industry in Québec, which employed 11,000 workers as of 2017.[13] This and the wider tech sector are expanding in Québec, and have also offered opportunities for English speakers to work.

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

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

13. Investissement Québec. "The video game explosion," (Accessed 2021, October 07). Retrieved from: https://www.investquebec.com/international/en/industries/multimedia/the-video-game-explosion.html

INDUSTRIES

Map 1: Top Industries in Québec's 17 Administrative Regions for English Speakers

Public administration (primarily federal government public administration) (310)

Education (140)

Retail trade (100)

Education (1,000)

Public administration (primarily federal government public administration) (920)

Accommodation and food services (primarily food services and drinking places) (765)

Education (180)

Manufacturing (175)

Accommodation and food services (primarily food services and drinking places) (145)

Health care and social assistance (e.g. social assistance) (345)

Manufacturing (e.g. paper) (325)

Retail trade (270)

Public administration (primarily federal government public administration) (7,350)

Retail trade (3,860)

Health care and social assistance (3,400)

Manufacturing (e.g. transportation equipment, food products) (2,160)

Retail trade (2,155)

Accommodation and food services (e.g. food services and drinking places) (1,565)

Manufacturing (e.g. food products, metal products, furniture) (1,090)

Retail (845)

Construction (e.g. specialty trade contractors) (600)

Health care and social assistance (e.g. social assistance, ambulatory health care services) (2,580)

Publication administration (primarily local, municipal and regional public administration and aboriginal public administration) (2,225)

Education (1,480)

Manufacturing (e.g. paper, machinery) (240)

Retail trade (165)

Accommodation and food services (primarily food services and drinking places) (130)

Retail trade (5,790)*

Manufacturing (e.g. transportation equipment, food products) (5,105)

Accomodation and food services (primarily food services and drinking places) (4,370)

Professional, scientific and technical services (36,260)

Retail trade (34,625)

Education (32,170)

Health care and social assistance (e.g. hospitals) (355)

Construction (e.g. heavy and civil engineering construction, construction of buildings) (340)

Retail trade (285)

Education (90)

Professional, scientific and technical services (55)

Manufacturing (primarily food manufacturing) (50)

Agriculture, forestry, fishing and hunting (primarily fishing) (650)

Health care and social assistance (485)

Retail trade (430)

Education (90)

Professional, scientific and technical services (55)

Manufacturing (primarily food manufacturing) (50)

Manufacturing (e.g. paper, machinery) (240)

Retail trade (165)

Accommodation and food services (primarily food services and drinking places) (130)

Manufacturing (e.g. plastics and rubber products, machinery) (1,695)

Education (1,525)

Health care and social assistance (1,020)

Map labels: Laval, Montréal, Montérégie, Nord-du-Québec, Côte-Nord, Saguenay-Lac-Saint-Jean, Abitibi-Témiscamingue, Mauricie, Gaspésie–Îles-de-la-Madeleine, Laurentides, Outaouais, Lanaudière, Capitale-Nationale, Chaudière-Appalaches, Bas-st-laurent, Centre-du-Québec, Estrie

*Industry (Number of English-speaking Workers)

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 have high levels of participation in Québec's labour force, accounting for 608,053 out of 4,255,500 individuals in the labour force. They represent a larger share of Québec's total labour force (14.3%) than their share of the population (13.8%).

However, there are regional differences in labour force participation of English speakers; resource-oriented and manufacturing-oriented regions tend to have lower labour force participation from English speakers.

In Estrie, Abitibi-Témiscamingue, Nord-du-Québec, Gaspésie-Îles-de-la-Madeleine, and the Laurentides, English speakers have lower representation in the labour force compared to their share of the regional population.

English speakers in Nord-du-Québec represent 51.9% of the region's labour force and 53.2% of the region's population.

Graph 6a: Labour Force of Québec by Administrative Region
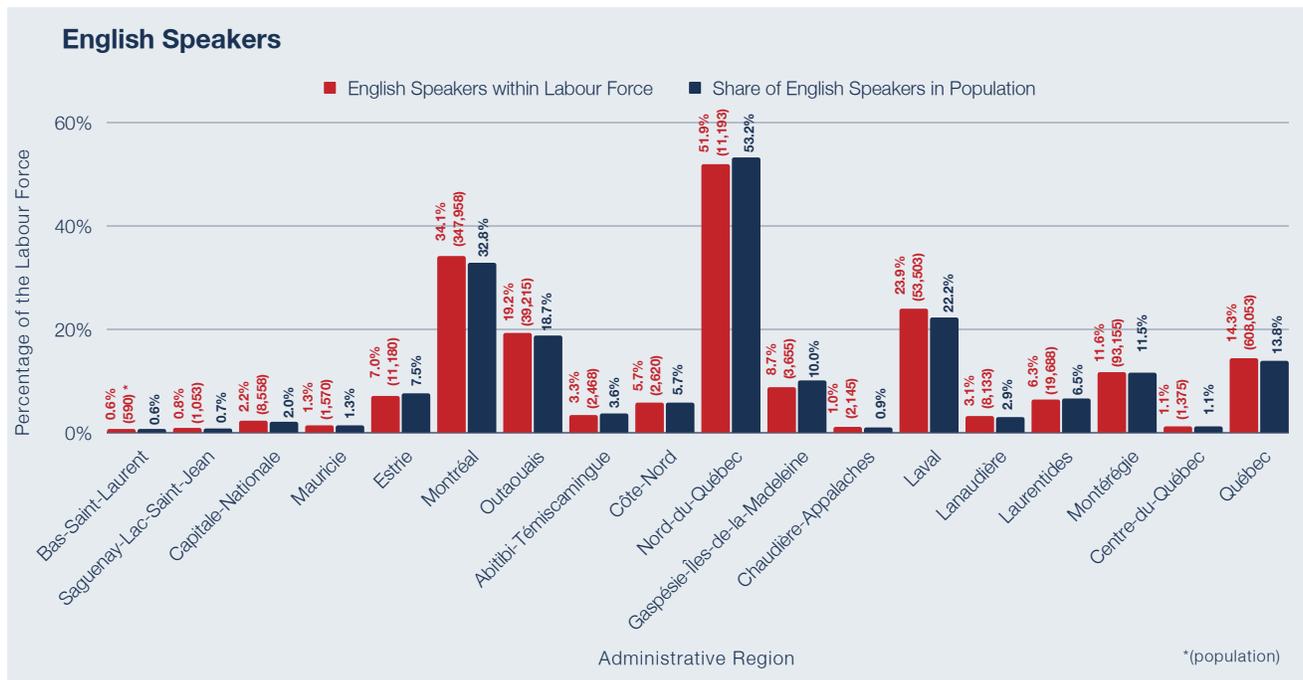
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

LABOUR FORCE

Graph 6b: Labour Force of Québec by Administrative Region

French Speakers

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

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

LABOUR FORCE

Age Structure of Labour Force

25-44 year-olds constitute the largest share of Québec's overall labour force. However, this majority hides considerable variation within the regions.

Within individual regions, French speakers aged 45-64 tend to be the largest age-linguistic group in the labour force. There are four regions where this is not the case, and French-speaking 25-44 year-olds are the largest labour force group: Capitale-Nationale (42.4%), Montréal (32.2%), and Outaouais (34.1%). In Nord-du-Québec, English-speaking 25-44 year-olds are the largest labour force group, at 24%.

There are eight regions where English speakers aged 25-44 are the largest age group within the English-speaking labour force: Saguenay-Lac-Saint-Jean (0.4%), Capitale-Nationale (1%), Montréal (15.3%), Outaouais (8.7%), Nord-du-Québec (24%), Laval (10.6%), Lanaudière (1.4%), and Montérégie (4.9%).
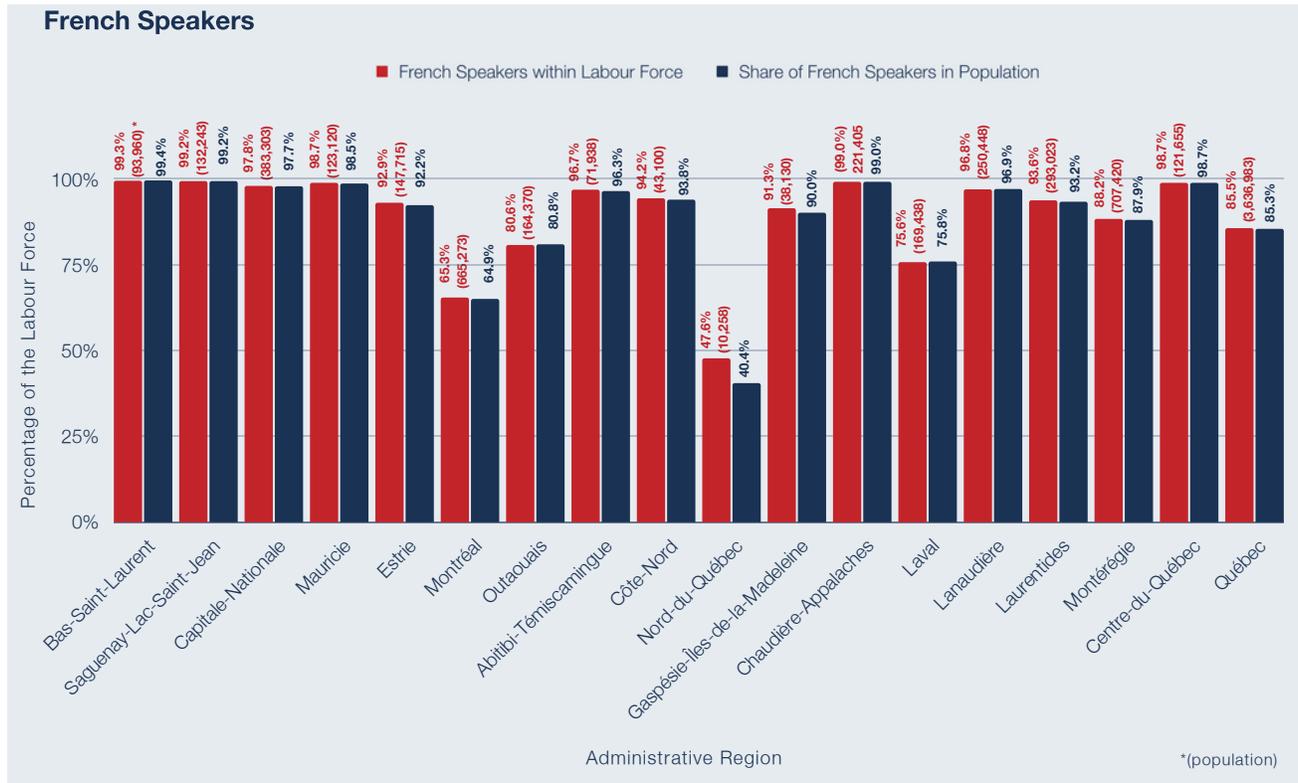
Graph 7a: Age Structure of Québec's Labour Force by Administrative Region
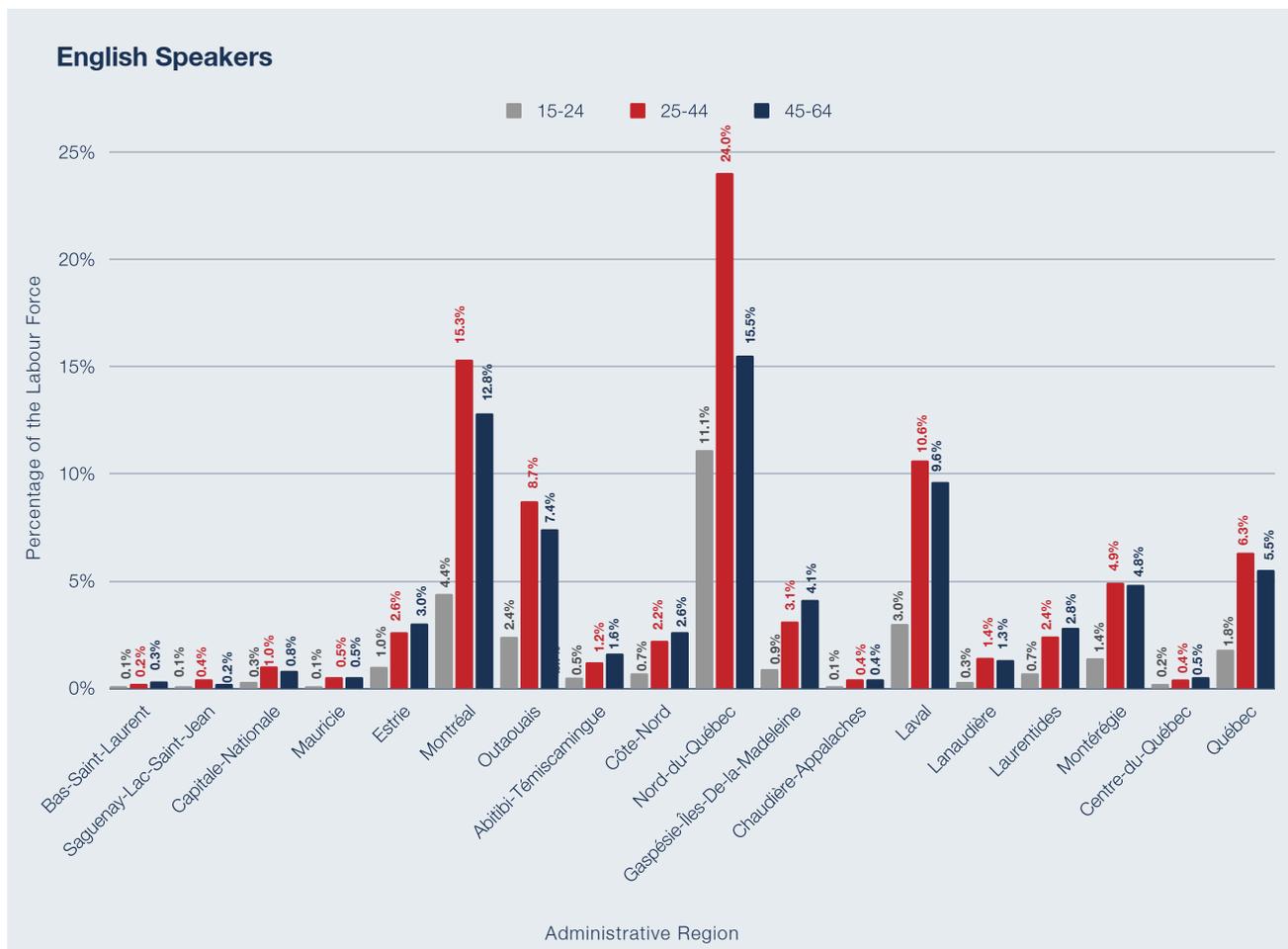
English Speakers

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

LABOUR FORCE

Graph 7b: Age Structure of Québec's Labour Force by Administrative Region

French Speakers

Legend: ■ 15-24 ■ 25-44 ■ 45-64

Y-axis: Percentage of the Labour Force (0% to 50%)

X-axis: Administrative Region

Region	15-24	25-44	45-64
Bas-Saint-Laurent	12.3%	38.4%	44.7%
Saguenay-Lac-Saint-Jean	13.6%	40.6%	42.1%
Capitale-Nationale	14.1%	42.4%	37.7%
Mauricie	14.0%	38.1%	43.1%
Estrie	13.7%	37.5%	37.9%
Montréal	8.1%	32.2%	22.7%
Outaouais	11.9%	34.1%	32.1%
Abitibi-Témiscamingue	14.0%	39.1%	40.5%
Côte-Nord	11.0%	38.2%	42.0%
Nord-du-Québec	6.9%	20.9%	18.6%
Gaspésie-Îles-De-la-Madeleine	8.8%	31.4%	46.7%
Chaudière-Appalaches	14.2%	39.8%	41.0%
Laval	10.7%	29.6%	32.5%
Lanaudière	13.7%	39.8%	40.2%
Laurentides	13.3%	36.9%	40.1%
Montérégie	12.2%	35.8%	36.7%
Centre-du-Québec	14.4%	39.8%	40.8%
Québec	11.8%	36.1%	34.5%

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

LABOUR FORCE

Sex Structure of Labour Force

Across Québec as a whole, there are more men in the labour force than women. This is the case for both English speakers and French speakers.

There are more English-speaking women than men in the labour forces of Abitibi-Témiscamingue, Côte-Nord, Nord- du-Québec, and Gaspésie-Îles-de-la-Madeleine. There is sex parity among English speakers in the labour forces of Bas-Saint-Laurent and Chaudière-Appalaches.

Among English speakers, the largest gap in labour force participation among the sexes is observed in Montréal, where men represent 18.2% of the labour force and women represent 15.9%.

Among French speakers, there is a higher percentage of men in the labour force than women in every region. Additionally, there are only three regions where the labour force gap between French-speaking women and men is less than 2% - the urban regions of Montréal, Outaouais, and Laval.
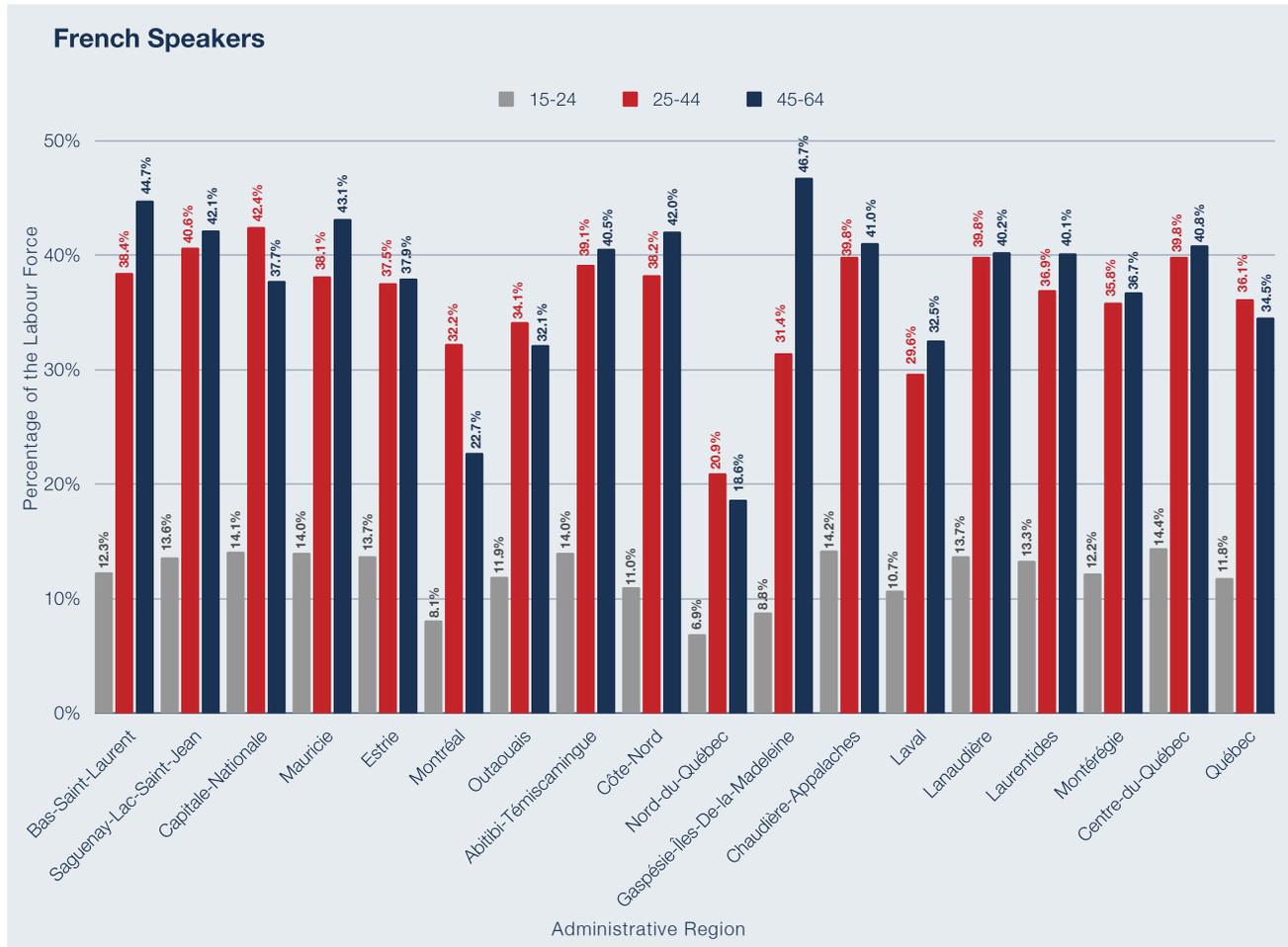
Graph 8a: Sex Structure of Québec's Labour Force by Administrative Region

English Speakers

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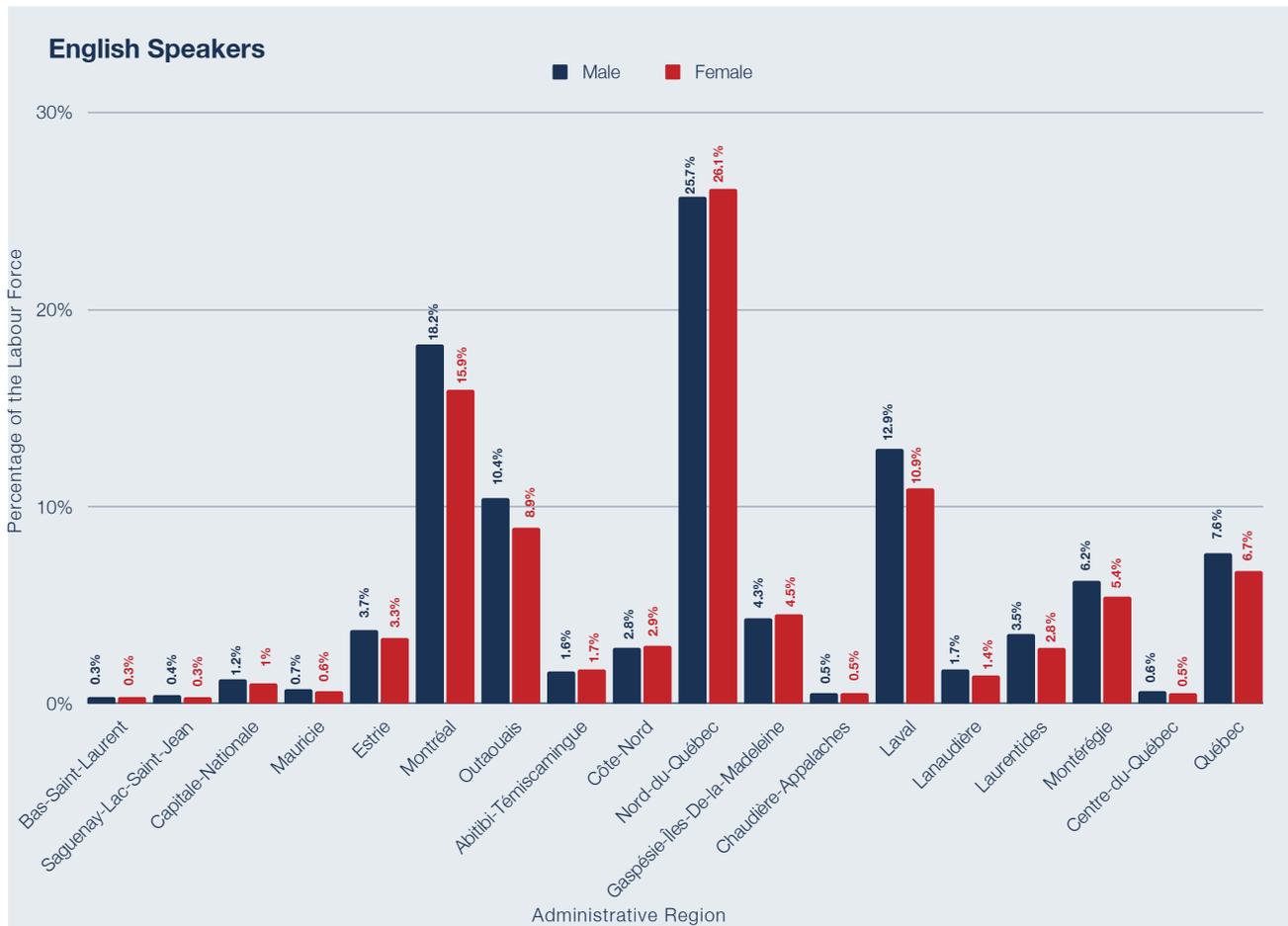
LABOUR FORCE

Graph 8b: Sex Structure of Québec's Labour Force by Administrative Region

French Speakers

■ Male ■ Female

Percentage of the Labour Force

Region	Male	Female
Bas-Saint-Laurent	52.2%	47.2%
Saguenay-Lac-Saint-Jean	53.3%	45.9%
Capitale-Nationale	50.5%	47.2%
Mauricie	51.3%	47.4%
Estrie	48.3%	44.6%
Montréal	33.5%	31.8%
Outaouais	40.9%	39.8%
Abitibi-Témiscamingue	52.3%	44.4%
Côte-Nord	49.6%	44.6%
Nord-du-Québec	25.5%	22.1%
Gaspésie-Îles-de-la-Madeleine	46.7%	44.6%
Chaudière-Appalaches	52.6%	46.4%
Laval	38.2%	37.4%
Lanaudière	50.3%	46.5%
Laurentides	48.3%	45.4%
Montérégie	45.4%	42.7%
Centre-du-Québec	52.4%	46.3%
Québec	44.3%	41.2%

Administrative Region

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. The 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

Part-time, temporary, and low-paying work are still considered employment and are not considered part of the unemployment rate. Despite this, the unemployment rate remains an important official measure and indicates the lost wages, reduced economic growth and the difficulties that communities face due to joblessness.

English speakers across Québec tend to have higher unemployment rates than French speakers. In Québec as a whole, English speakers have an unemployment rate of 8.9%, which is higher than the provincial unemployment rate of 7.2%. French speakers have an unemployment rate of 6.9%, which is lower than the provincial average.

Out of the 17 administrative regions in Québec, 15 regions are characterized by a higher unemployment rate for English speakers compared to French speakers and the regional unemployment rate. English speakers have significantly higher unemployment rates than French speakers in Capitale Nationale, Abitibi-Témiscamingue, Côte-Nord, Nord-du-Québec, and Gaspésie-Îles-de-la-Madeleine. English speakers in Côte-Nord experience the highest unemployment rate of any linguistic group in any region, at 25.5%.

Gaspésie-Îles-de-la-Madeleine has the highest overall unemployment rate of any region (15.3%), followed by Nord-du Québec (13%), and Côte-Nord (12.4%).

Bas-Saint-Laurent and Saguenay-Lac-Saint-Jean are the only regions in Québec where English speakers have lower unemployment rates than French speakers. These regions have the smallest populations of English speakers in Québec (1,080 and 1,970, respectively).

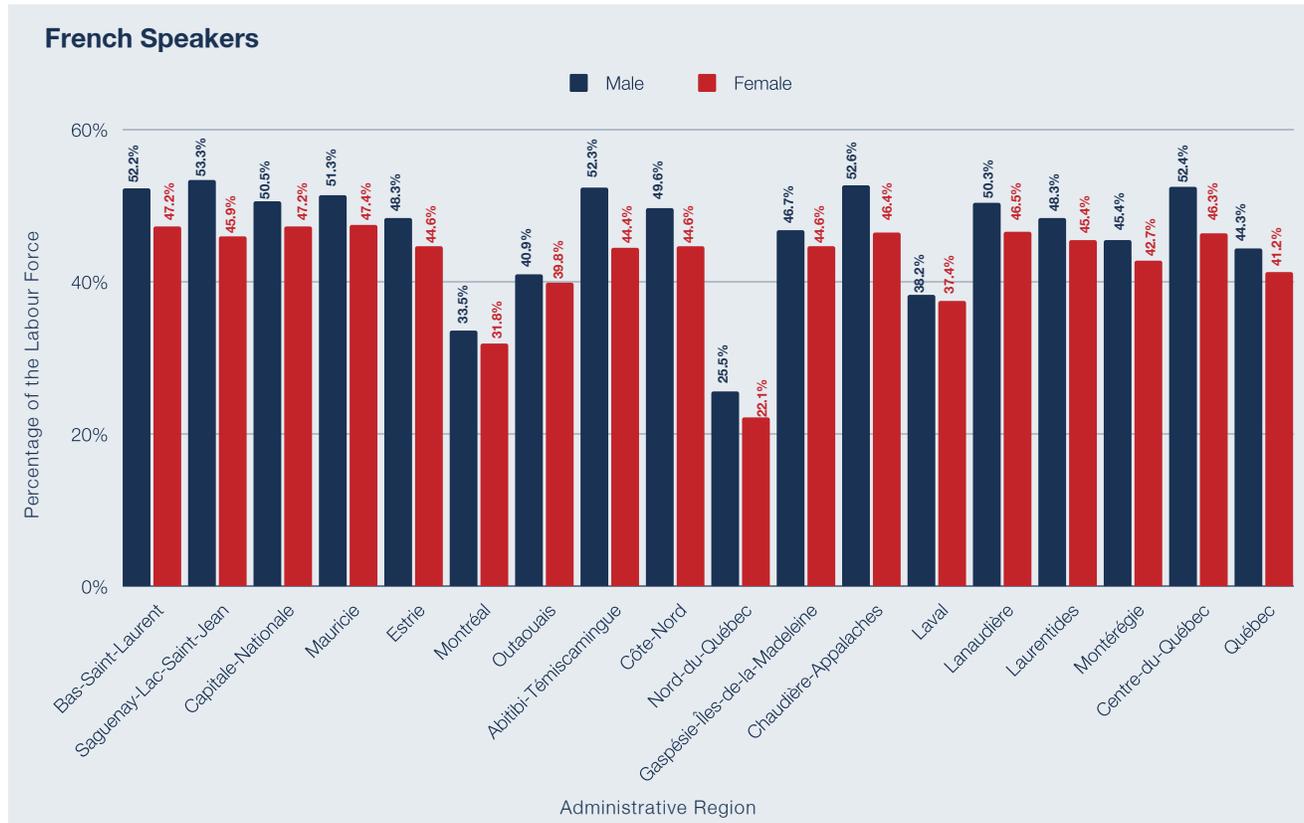## Graph 9: Unemployment Rate in Québec by Administrative Region
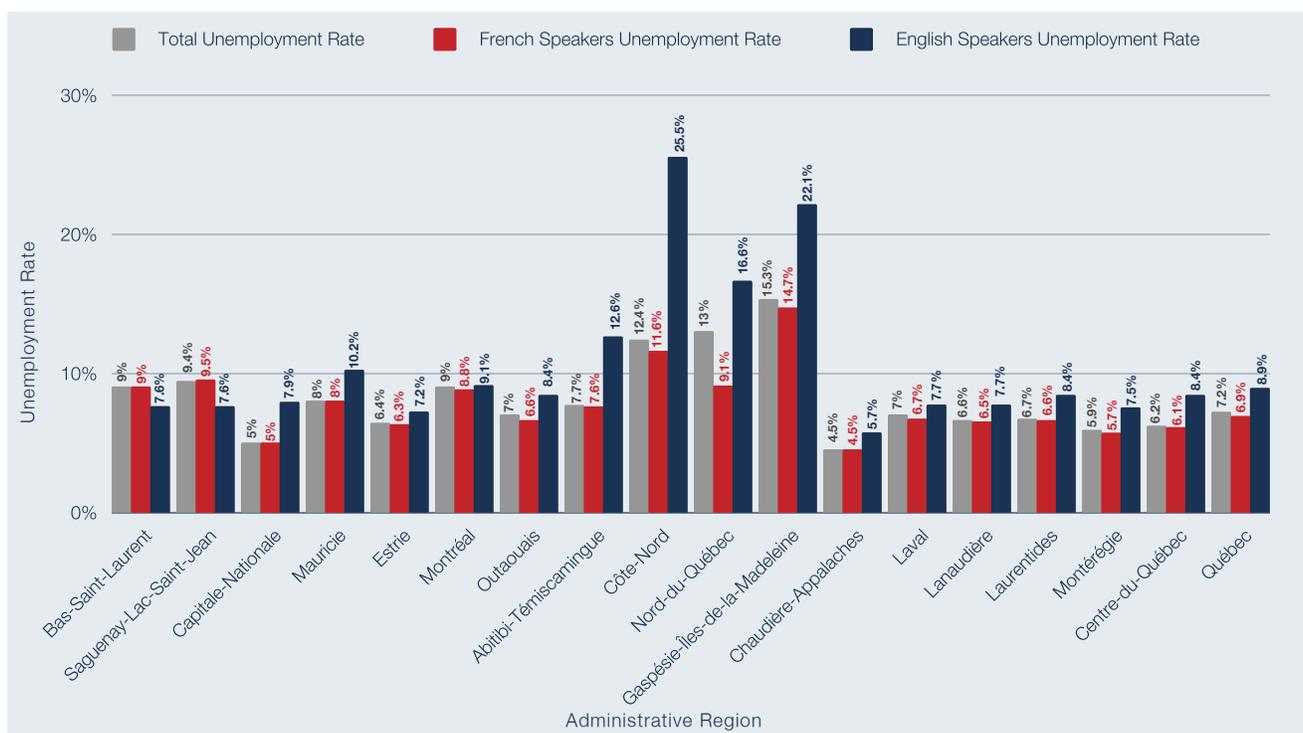
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

UNEMPLOYMENT RATE

Age Structure of Unemployment Rate

In Québec as a whole, youth aged 15-24 are the age group with the highest unemployment rate, irrespective of their linguistic identity. French-speaking youth aged 15-24 have an unemployment rate of 11.9% while English-speaking youth have an unemployment rate of 16.3%.

English-speaking youth in Abitibi-Témiscamingue and Gaspésie-Îles-de-la-Madeleine have the highest unemployment in Québec, at 29% and 30.5%, respectively.

There are eight regions where the unemployment rate for English-speaking youth aged 15-24 is higher than the provincial unemployment rate for English-speaking youth of 16.3%: Gaspésie-Îles-de-la-Madeleine (30.5%), Abitibi-Témiscamingue (29%), Nord-du-Québec (26.8%), Côte-Nord (25%), Mauricie (20.8%), Laurentides (17.5%), Outaouais (17.2%), and Montréal (16.6%).

In Chaudière-Appalaches, English-speaking youth experience an unemployment rate lower than that of all other English-speaking age groups.[14]

Graph 10a: Age Structure of Unemployment Rate in Québec by Administrative Region

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

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14. The unemployment rate for youth in Bas-Saint-Laurent is 0%. However, due to a small population sample size, the figure may not be representative.

UNEMPLOYMENT RATE

Graph 10b: Age Structure of Unemployment Rate in Québec by Administrative Region

French Speakers

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

Y-axis: Unemployment Rate (0%, 5%, 10%, 15%, 20%)
X-axis: Administrative Region

Region	Total	15-24	25-44	45-64
Bas-Saint-Laurent	9%	11.6%	6.6%	9.3%
Saguenay-Lac-Saint-Jean	9.4%	13.2%	7.7%	9.4%
Capitale-Nationale	5%	8.2%	3.8%	4.4%
Mauricie	8%	12.8%	6.6%	7.1%
Estrie	6.4%	11.2%	5%	5.2%
Montréal	9%	15.9%	8%	7.4%
Outaouais	7%	13.9%	5.2%	5.3%
Abitibi-Témiscamingue	7.7%	10.2%	5.8%	7.7%
Côte-Nord	12.4%	18.4%	9.3%	10.9%
Nord-du-Québec	13%	14.2%	7.7%	8.9%
Gaspésie-Îles-de-la-Madeleine	15.3%	16.2%	10.5%	16.1%
Chaudière-Appalaches	4.5%	6.5%	3.1%	4.3%
Laval	7%	13.2%	6.1%	4.8%
Lanaudière	6.6%	12.4%	5.2%	5.3%
Laurentides	6.7%	11.7%	5.1%	6%
Montérégie	5.9%	11.3%	4.6%	4.4%
Centre-du-Québec	6.2%	9%	4.7%	6%
Québec	7.2%	11.9%	5.7%	6%

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

UNEMPLOYMENT RATE
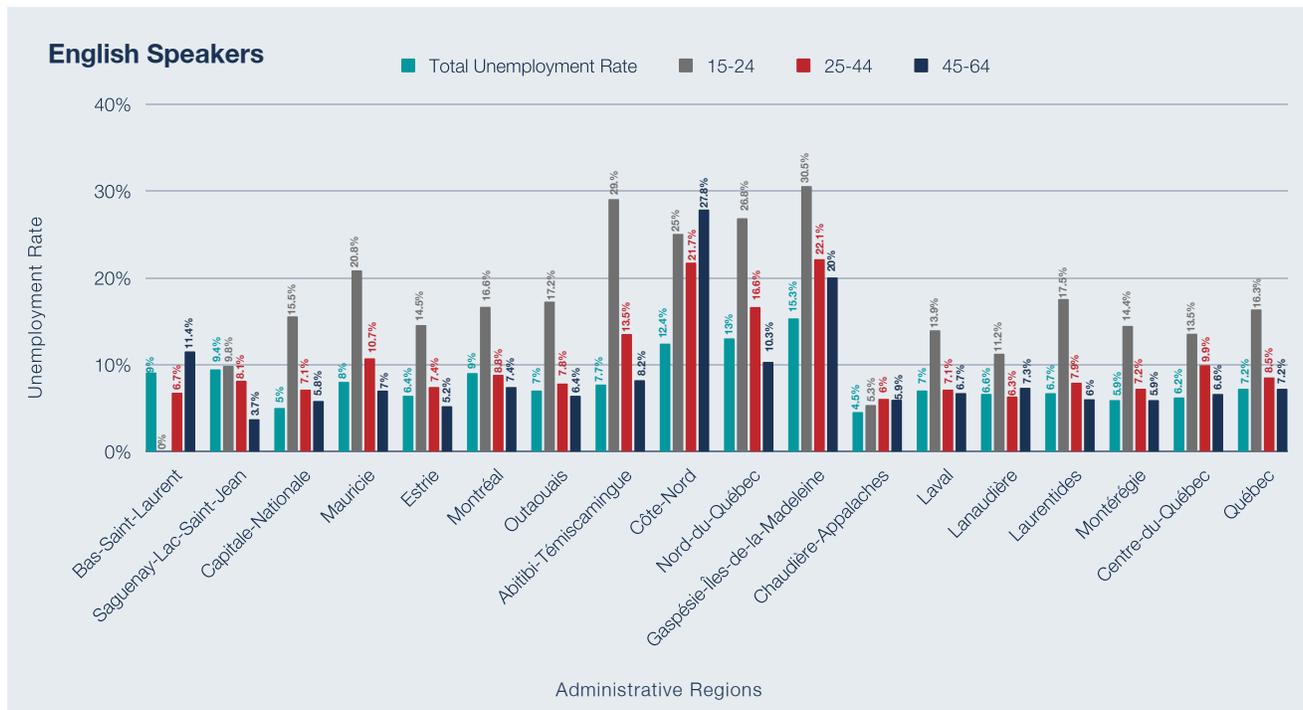
Sex Structure of Unemployment Rate

Within Québec's labour force, men tend to have higher unemployment rates than women within their linguistic community.

French-speaking women have the lowest unemployment rate in Québec (5.9%), 1.9 percentage points lower than the unemployment rate of French-speaking men (7.8%).

English-speaking women and men have unemployment rates that are much higher than the provincial unemployment rate of 7.2%. English-speaking men have an unemployment rate of 9.1% and English-speaking women have an unemployment rate of 8.7%.

Unemployment Rate	Unemployment Rate	Unemployment Rate	Unemployment Rate
5.9%	**7.8%**	**8.7%**	**9.1%**
French-speaking women	**French-speaking men**	**English-speaking women**	**English-speaking men**

Graph 11a: Sex Structure of Unemployment Rate in Québec by Administrative Region
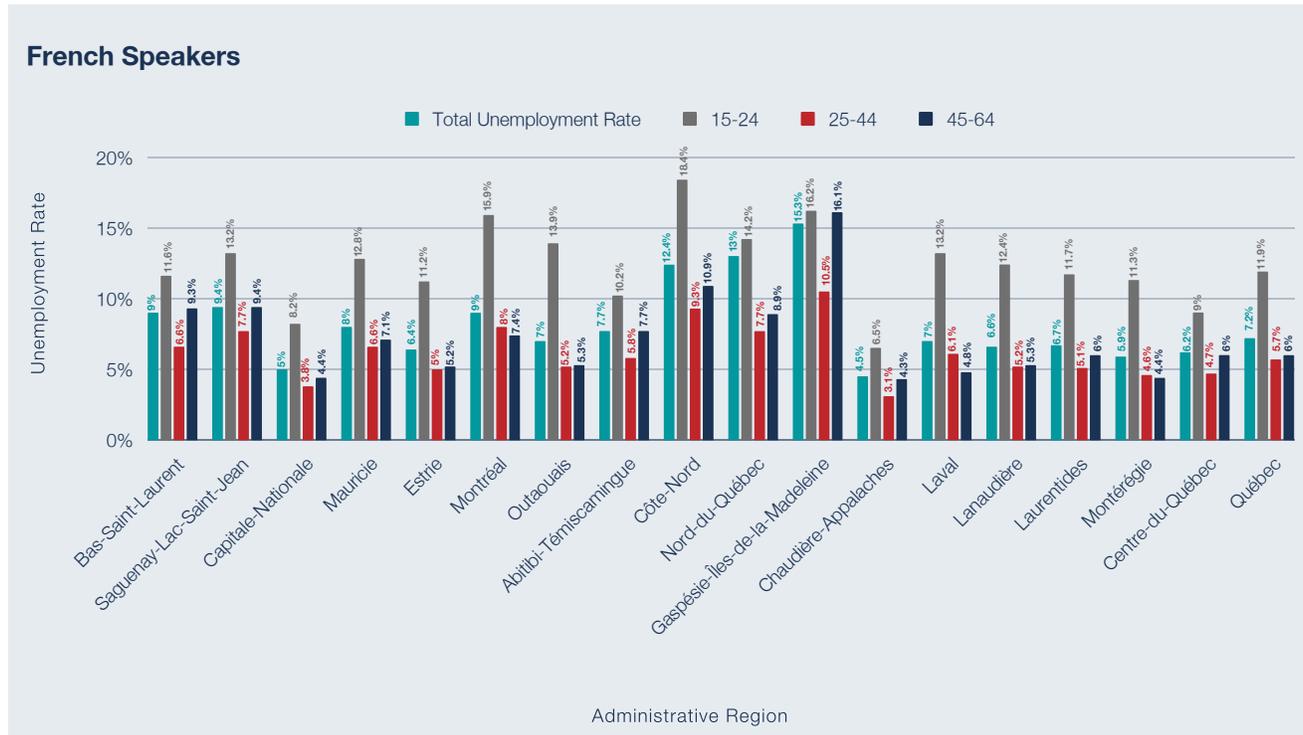

Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

UNEMPLOYMENT RATE

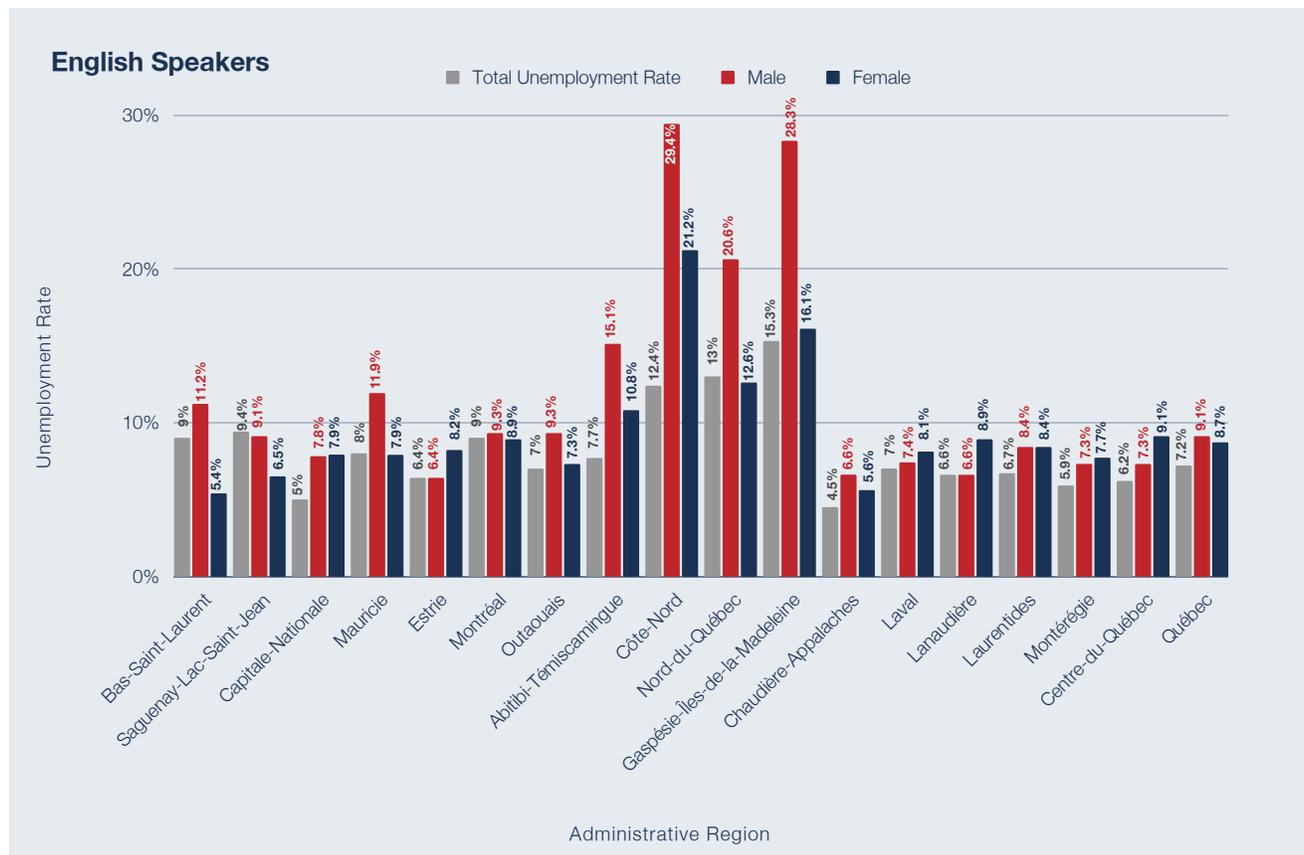## Sex Structure of Unemployment Rate

While women tend to experience lower unemployment rates than men in their linguistic community, this does not indicate that women hold a greater number of jobs compared to the men in their linguistic community. Rather, there is a lower number of women in the labour force, but a higher percentage of those women are employed.

English-speaking men in Côte-Nord and Gaspésie-Îles-de-la-Madeleine experience the highest unemployment rates of any sex-linguistic group in Québec, at 29.4% and 28.3%, respectively. These rates are four times higher than the provincial unemployment rate.

Although men tend to have higher unemployment rates than women, English-speaking women in Capitale-Nationale, Estrie, Laval, Lanaudière, Montérégie, and Centre-du-Québec experience higher unemployment rates than English-speaking men.

Graph 11b: Sex Structure of Unemployment Rate in Québec by Administrative Region

French Speakers

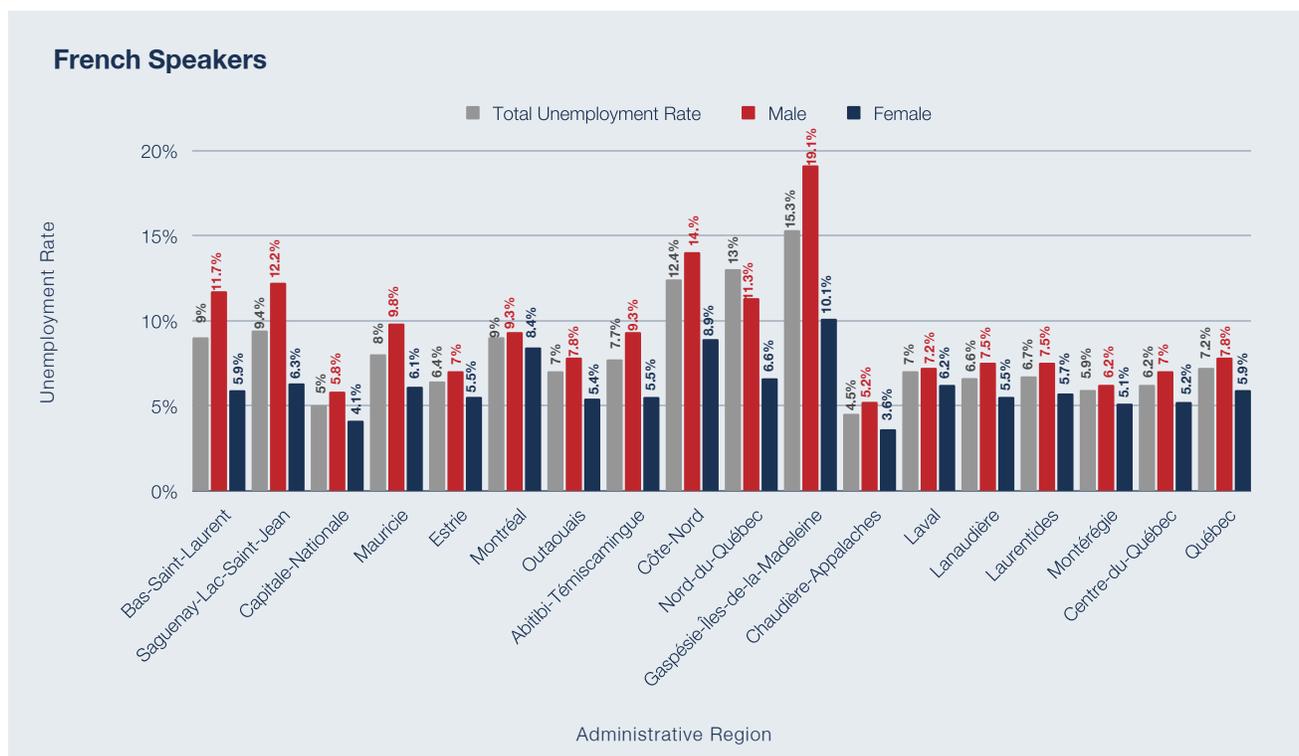Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

Work Activity

WORK ACTIVITY

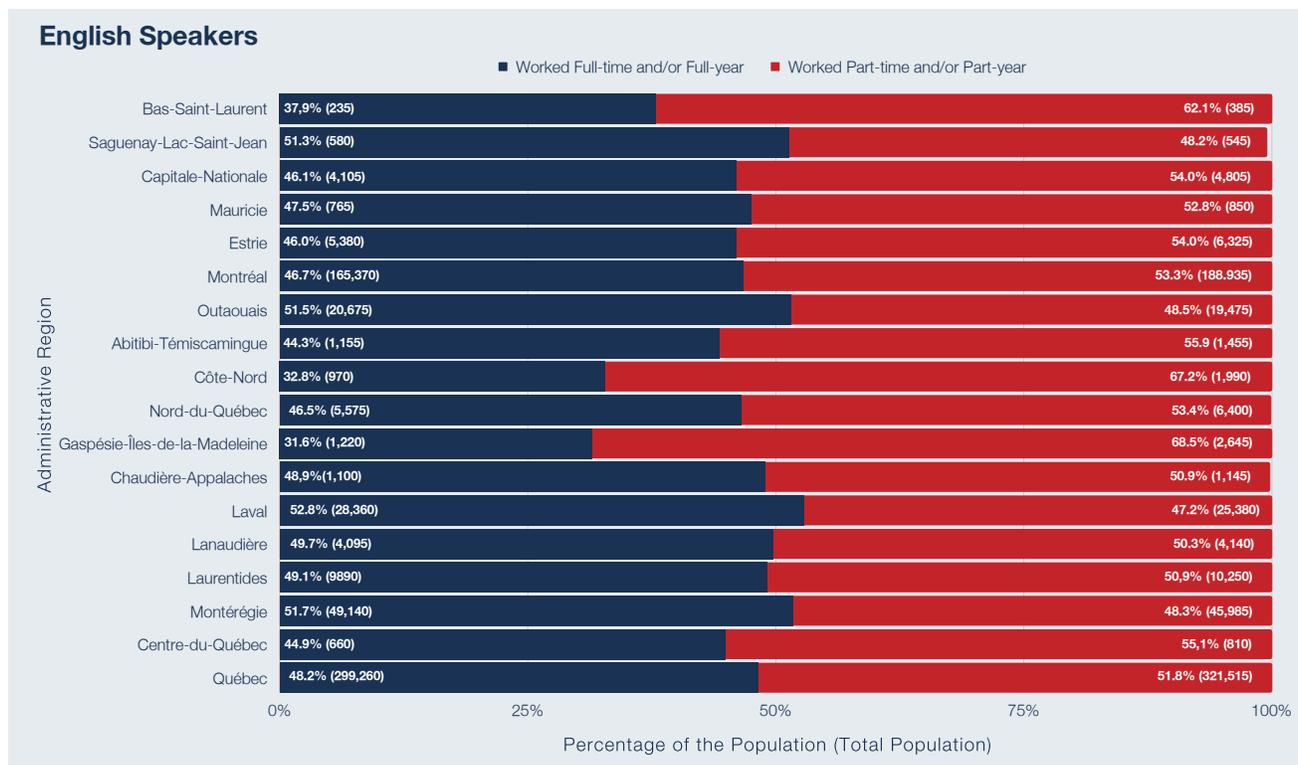## Engagement in Part- and Full-time Work

Across the province, 52.8% of French speakers work part-time/part-year and 51.8% of English speakers work part-time/part-year.[15]

The propensity for part-time/part-year or full-time/full-year work varies according to region and between linguistic groups. English speakers have a higher prevalence of part-time/part-year work compared to French speakers in eight regions: Bas-Saint-Laurent, Capitale-Nationale, Abitibi-Témiscamingue, Côte-Nord, Nord-du-Québec, Gaspésie-Îles-de-la-Madeleine, Chaudière-Appalaches, and Centre-du-Québec.
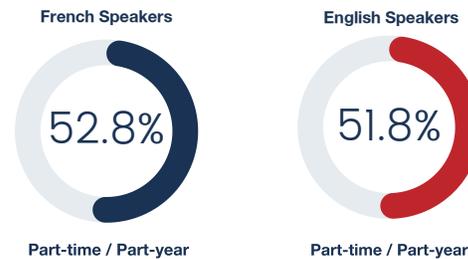
French Speakers

52.8%

Part-time / Part-year

English Speakers

51.8%

Part-time / Part-year

The regions with the highest levels of part-time/part-year work tend to be resource-oriented regions who score below-average on Québec's Economic Development Index. Gaspésie-Îles-de-la-Madeleine has the highest prevalence of part-time work in Québec: 68.5% of English speakers work part-time while 65.9% of French speakers work part-time. Many workers in these regions are employed in the seasonal fishing and forestry industries.

Graph 12a: Work Activity in Québec by Administrative Region

English Speakers

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

Administrative Region	Full-time	Part-time
Bas-Saint-Laurent	37,9% (235)	62.1% (385)
Saguenay-Lac-Saint-Jean	51.3% (580)	48.2% (545)
Capitale-Nationale	46.1% (4,105)	54.0% (4,805)
Mauricie	47.5% (765)	52.8% (850)
Estrie	46.0% (5,380)	54.0% (6,325)
Montréal	46.7% (165,370)	53.3% (188.935)
Outaouais	51.5% (20,675)	48.5% (19,475)
Abitibi-Témiscamingue	44.3% (1,155)	55.9 (1,455)
Côte-Nord	32.8% (970)	67.2% (1,990)
Nord-du-Québec	46.5% (5,575)	53.4% (6,400)
Gaspésie-Îles-de-la-Madeleine	31.6% (1,220)	68.5% (2,645)
Chaudière-Appalaches	48,9%(1,100)	50.9% (1,145)
Laval	52.8% (28,360)	47.2% (25,380)
Lanaudière	49.7% (4,095)	50.3% (4,140)
Laurentides	49.1% (9890)	50,9% (10,250)
Montérégie	51.7% (49,140)	48.3% (45,985)
Centre-du-Québec	44.9% (660)	55,1% (810)
Québec	48.2% (299,260)	51.8% (321,515)

0%   25%   50%   75%   100%

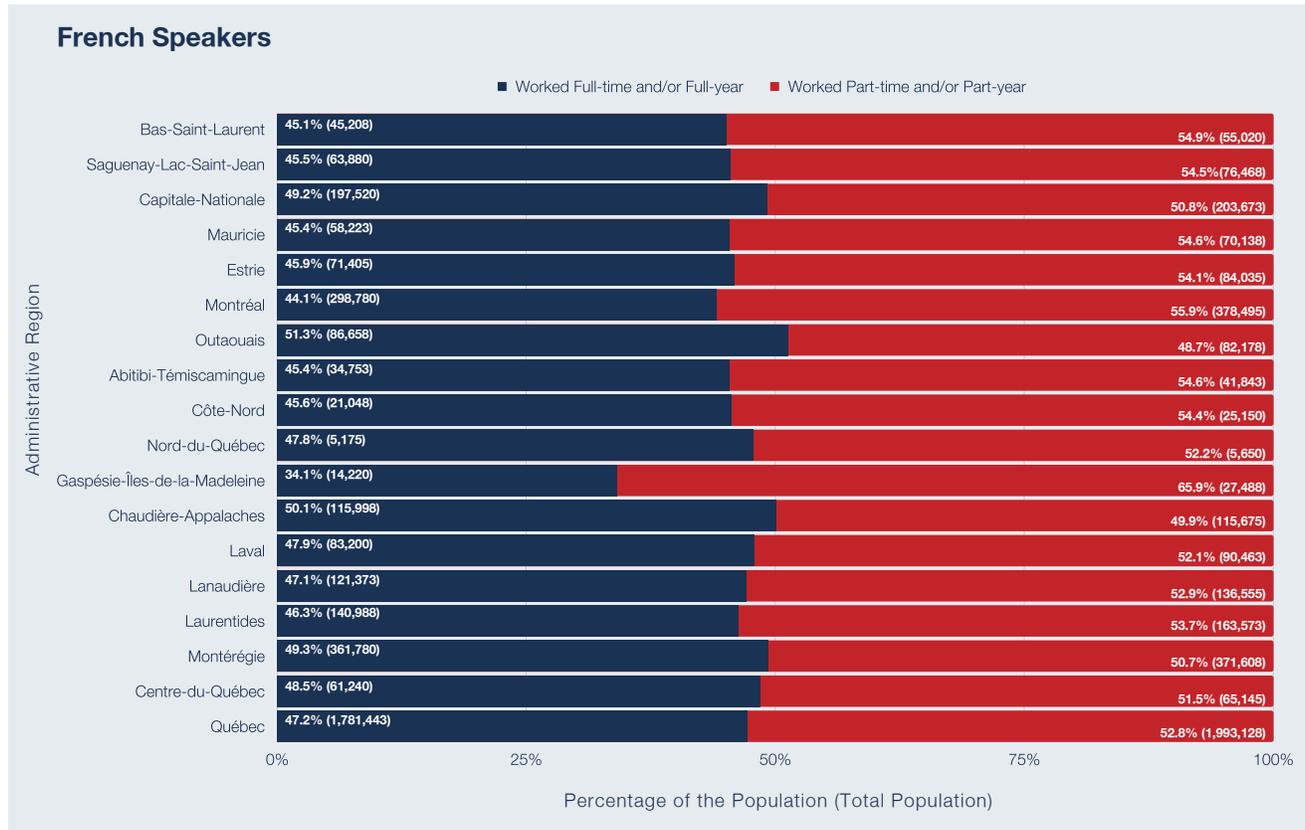Percentage of the Population (Total Population)

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

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15 These percentages are calculated by dividing the number of individuals who reported working part- or full-time by the total number of individuals who worked.

WORK ACTIVITY

Graph 12b: Work Activity in Québec by Administrative Region

French Speakers

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

Administrative Region	Worked Full-time and/or Full-year	Worked Part-time and/or Part-year
Bas-Saint-Laurent	45.1% (45,208)	54.9% (55,020)
Saguenay-Lac-Saint-Jean	45.5% (63,880)	54.5% (76,468)
Capitale-Nationale	49.2% (197,520)	50.8% (203,673)
Mauricie	45.4% (58,223)	54.6% (70,138)
Estrie	45.9% (71,405)	54.1% (84,035)
Montréal	44.1% (298,780)	55.9% (378,495)
Outaouais	51.3% (86,658)	48.7% (82,178)
Abitibi-Témiscamingue	45.4% (34,753)	54.6% (41,843)
Côte-Nord	45.6% (21,048)	54.4% (25,150)
Nord-du-Québec	47.8% (5,175)	52.2% (5,650)
Gaspésie-Îles-de-la-Madeleine	34.1% (14,220)	65.9% (27,488)
Chaudière-Appalaches	50.1% (115,998)	49.9% (115,675)
Laval	47.9% (83,200)	52.1% (90,463)
Lanaudière	47.1% (121,373)	52.9% (136,555)
Laurentides	46.3% (140,988)	53.7% (163,573)
Montérégie	49.3% (361,780)	50.7% (371,608)
Centre-du-Québec	48.5% (61,240)	51.5% (65,145)
Québec	47.2% (1,781,443)	52.8% (1,993,128)

Percentage of the Population (Total Population)

Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).
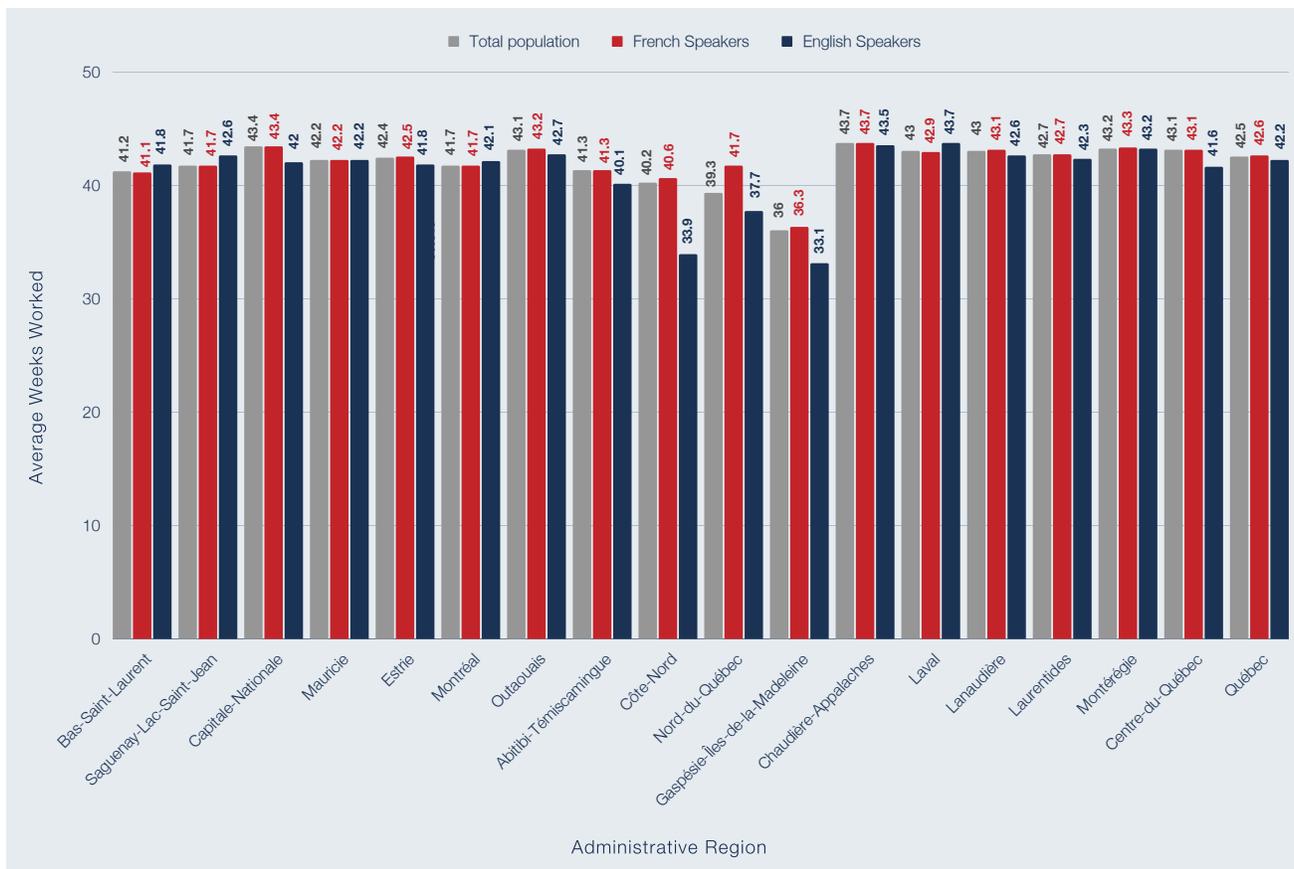
35

WORK ACTIVITY

Average Weeks Worked

The average number of weeks worked by English speakers is roughly comparable to that of French speakers for Québec, with English speakers working 42.2 weeks while French speakers worked 42.6 weeks.[16]

Within the regions, English speakers in the resource-oriented regions of Côte-Nord, Nord-du-Québec, and Gaspésie-Îles-de-la-Madeleine worked considerably fewer weeks per year compared to French speakers.

Weeks worked

42.2
English speakers

Weeks worked

42.6
French speakers

Côte-Nord has the largest difference in average weeks worked by English and French speakers: English speakers worked 33.9 weeks per year and French speakers worked 40.6 weeks per year.

Graph 13: Average Weeks Worked in Québec by Administrative Region

Legend: Total population ■ French Speakers ■ English Speakers

Administrative Region	Total population	French Speakers	English Speakers
Bas-Saint-Laurent	41.2	41.1	41.8
Saguenay-Lac-Saint-Jean	41.7	41.7	42.6
Capitale-Nationale	43.4	43.4	42
Mauricie	42.2	42.2	42.2
Estrie	42.4	42.5	41.8
Montréal	41.7	41.7	42.1
Outaouais	43.1	43.2	42.7
Abitibi-Témiscamingue	41.3	41.3	40.1
Côte-Nord	40.2	40.6	33.9
Nord-du-Québec	39.3	41.7	37.7
Gaspésie-Îles-de-la-Madeleine	36	36.3	33.1
Chaudière-Appalaches	43.7	43.7	43.5
Laval	43	42.9	43.7
Lanaudière	43	43.1	42.6
Laurentides	42.7	42.7	42.3
Montérégie	43.2	43.3	43.2
Centre-du-Québec	43.1	43.1	41.6
Québec	42.5	42.6	42.2

Y-axis: Average Weeks Worked

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

16. 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 above 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.

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.

In 14 out of the 17 administrative regions, English speakers have a median after-tax income that is lower than that of French speakers and the total population.

Saguenay-Lac-Saint-Jean, Mauricie, and Chaudière-Appalaches are the three regions where English speakers

earn an income higher than that of French speakers. Notably, English speakers in Chaudière-Appalaches earn the highest median after-tax income compared to English speakers in other regions in Québec. They also experience the lowest unemployment rates of any English-speaking community in any region in the province.

In Estrie, Abitibi-Témiscamingue, Nord-du-Québec, and Centre-du-Québec, English speakers earn at least $4,000 less than French speakers.

Median after-tax incomes tend to be higher in urban regions (with the exception of Montréal), as well as in manufacturing-oriented regions such as Montérégie, Lanaudière, the Laurentides.

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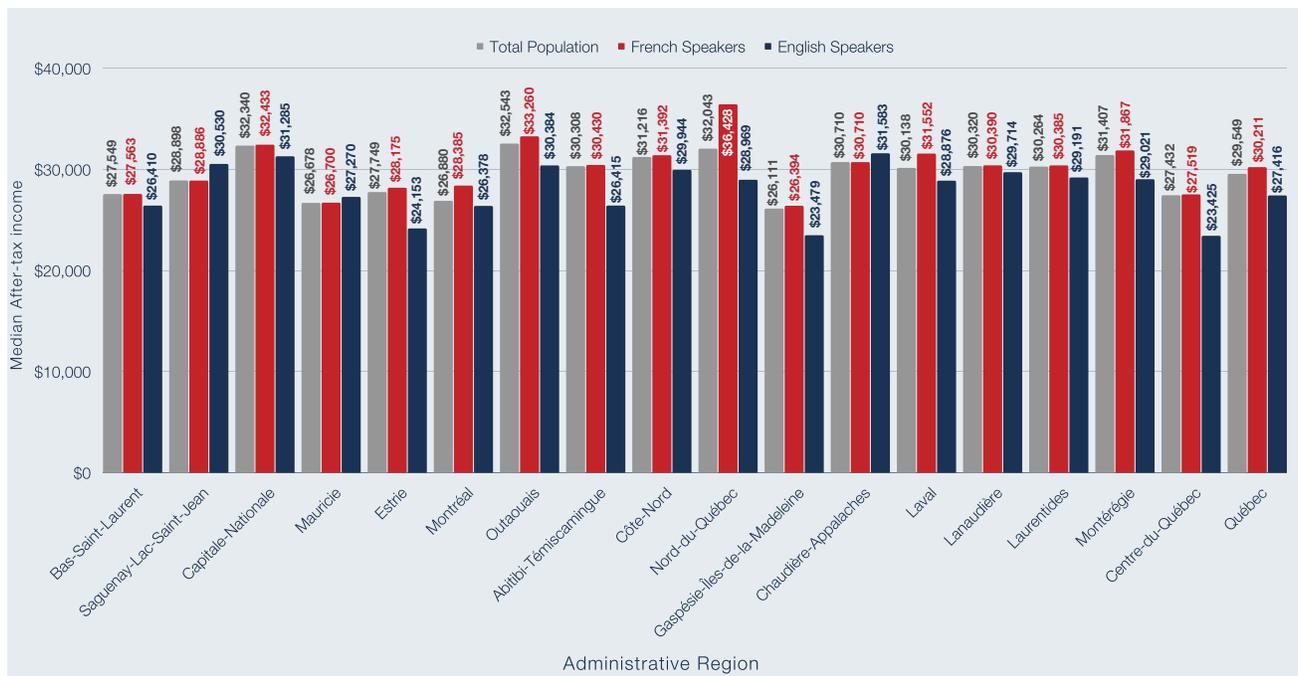
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

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. Despite high levels of educational attainment, English speakers continue to have higher unemployment rates.

Rates of overall educational attainment are higher amongst English speakers: 83.9% of English speakers have completed at least secondary school education, compared to 79.8% of French speakers.

Rates of post-secondary educational attainment are roughly equal between English speakers (59.3%) and French speakers (58.8%).

Côte-Nord and Nord-du-Québec are the only regions where English speakers who have not completed any formal education make up the largest portion of the English-speaking population: 40.7% of English speakers in Côte-Nord and 56.1% of English speakers in Nord-du-Québec have no formal educational qualifications.
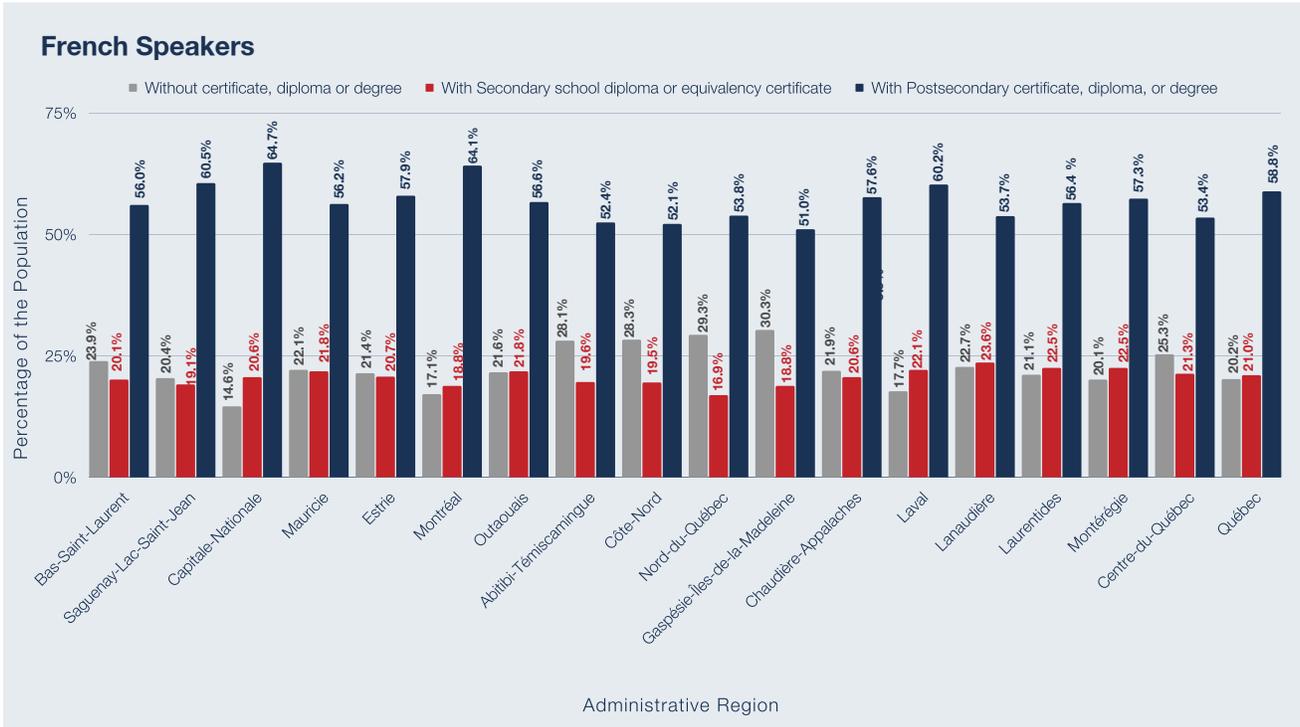
Graph 15a: Educational Attainment in Québec by Administrative Region
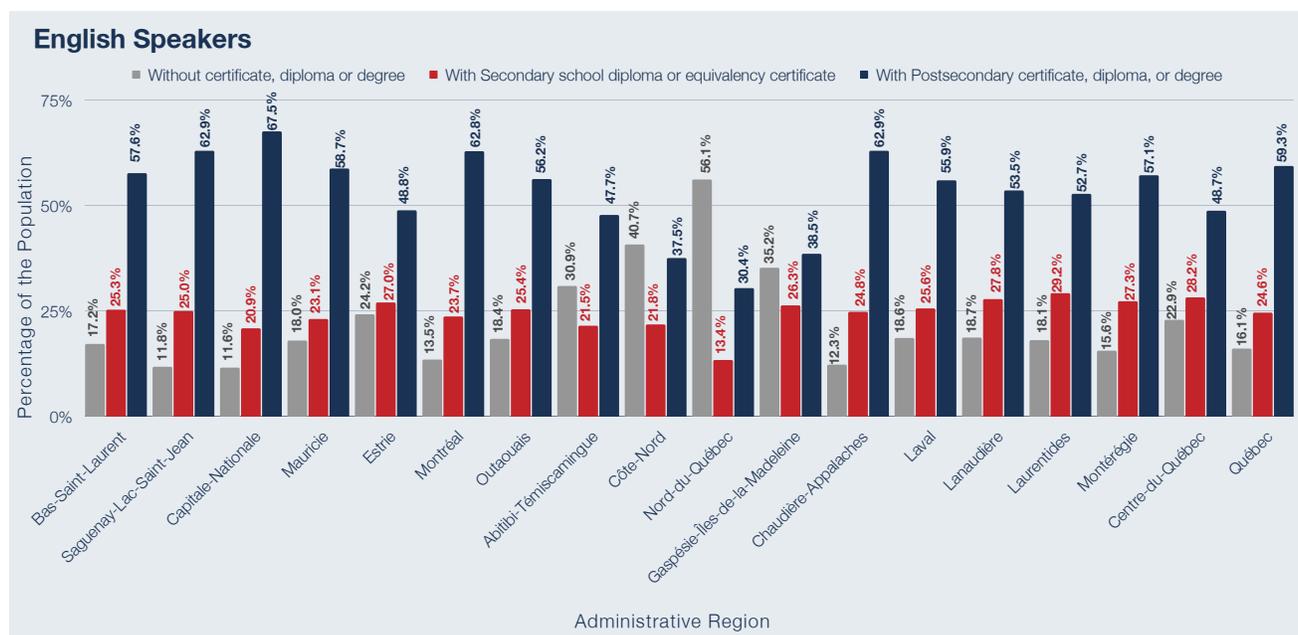
Source: Provincial Employment Roundtable calculations based on data from Statistics Canada (2016).

EDUCATION

Graph 15b: Educational Attainment in Québec by Administrative Region

French Speakers

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

Percentage of the Population

Region	Without certificate	With Secondary	With Postsecondary
Bas-Saint-Laurent	23.9%	20.1%	56.0%
Saguenay-Lac-Saint-Jean	20.4%	19.1%	60.5%
Capitale-Nationale	14.6%	20.6%	64.7%
Mauricie	22.1%	21.8%	56.2%
Estrie	21.4%	20.7%	57.9%
Montréal	17.1%	18.8%	64.1%
Outaouais	21.6%	21.8%	56.6%
Abitibi-Témiscamingue	28.1%	19.6%	52.4%
Côte-Nord	28.3%	19.5%	52.1%
Nord-du-Québec	29.3%	16.9%	53.8%
Gaspésie-Îles-de-la-Madeleine	30.3%	18.8%	51.0%
Chaudière-Appalaches	21.9%	20.6%	57.6%
Laval	17.7%	22.1%	60.2%
Lanaudière	22.7%	23.6%	53.7%
Laurentides	21.1%	22.5%	56.4 %
Montérégie	20.1%	22.5%	57.3%
Centre-du-Québec	25.3%	21.3%	53.4%
Québec	20.2%	21.0%	58.8%

Administrative Region

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

CONCLUSION

In our review of available data on linguistic groups in the labour force, we found that English-speaking Quebecers tend to have higher unemployment rates and lower incomes than French-speaking Quebecers. Out of Québec's 17 administrative regions, 15 are characterized by a higher unemployment rate for English speakers compared to French speakers. English speakers have considerably higher unemployment rates than French speakers in Capitale-Nationale, Abitibi-Témiscamingue, Côte-Nord, Nord-du-Québec, and Gaspésie-Îles-de-la-Madeleine. The highest unemployment rate is observed in Côte-Nord, where English speakers have an unemployment rate of 25.5%. Overall, unemployment rates tend to be higher for English speakers in resource-oriented regions where part-time work is more prevalent.

Income is another key socioeconomic indicator which suggests a disparity between English speakers and French speakers. In 14 out of the 17 administrative regions, English speakers have a median after-tax income that is lower than that of French speakers and the total population. In the regions of Estrie, Abitibi-Témiscamingue, Nord-du-Québec, and Centre-du-Québec, English speakers earn at least $4,000 less than French speakers.

Industry data also points to differences between linguistic groups. The top industry in Québec in terms of number of individuals employed is healthcare and social assistance, followed by retail trade. Among English speakers, healthcare and social assistance is the third highest industry. Retail trade is the leading industry in which English speakers are employed. Interestingly, professional, scientific and technical services are a leading employer of English speakers (fourth overall) and provide access to roles in legal, consulting, scientific, and engineering professions. However, these types of industries tend to be concentrated in urban regions.

In our consultations with regional organizations who serve English speakers across Québec, several issues were identified as contributing to English speakers' employment challenges:

- Seasonal employment in industries such as fishing, forestry, and tourism limit workers to part-time and part-year work and are often the only type of work available for many English speakers living in resource-oriented regions.

- Some English speakers, despite higher rates of overall educational attainment, require language skills development. This is the case particularly for migrants and those who did not previously have access to French-language training. Certain workers tend to have limited access to language training, particularly employment-oriented and professional language skills training. This can include individuals who occupy temporary or low-income positions, as well as those who have less formal education and/or fewer qualifications. Employers are less likely to invest in training programs for these workers due to the perception of lower returns.

- English-language regional and community organizations are willing to provide French-language training services to their communities but lack the funding and resources to do so.

- For those that seek out French-language training, programs are not always accessible and are not usually targeted towards individuals looking to enter or advance in the labour market or specific sectors of the labour market. Those living in non-urban areas tend to have less access to job-oriented training programs and distance can function as a learning barrier for English speakers who live in communities that are far from educational institutions.

- English speakers face difficulties in adapting and transitioning into French-language workplaces and require additional support in making the transition into the labour market.

Language and employment must be considered together when it comes to building better solutions for English-speaking individuals in the labour market.

The expectation that workers acquire the necessary French-language skills before they access the labour market in Québec is a key contributor to the current employment gaps. At the same time, lack of experience in the labour market reduces English speakers' opportunities to learn French on-the-job and acquire the relevant profession-specific language skills needed to advance in the workplace.

These issues also indicate the need for more coordinated action between government, community, and educational sector partners to develop and deliver programs that

CONCLUSION

tackle both language and employment in tandem. However, programming and policy action must be based on a shared understanding of the employment and socioeconomic challenges facing Québec's English speakers.

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