

Employment Profile of English Speakers in Abitibi-Témiscamingue

Provincial Employment Roundtable (PERT)



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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.

**Secrétariat aux relations
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EXECUTIVE SUMMARY

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

- Abitibi-Témiscamingue has a population of approximately 143,155 individuals; 5,155 are English speakers.
- Abitibi-Témiscamingue is a resource-oriented region; forestry and mining are leading primary industries in the region.
- The top industries in which English speakers are employed are health care, manufacturing, and retail. English speakers are proportionally under-represented in the mining industry.
- English speakers make up 3.6% of the total population in the region, but only 3.3% of the labour force.
- Individuals aged 45-64 make up the largest portion of both the population and the labour force, across both linguistic communities.
- Among English speakers, there are more women than men in the labour force of Abitibi-Témiscamingue (1.7% versus 1.6%). There are only three other regions in Québec where this is the case, all of which are also resource-oriented (Côte-Nord, Nord-du-Québec, and Gaspésie-Îles-de-la-Madeleine).
- English speakers in Abitibi-Témiscamingue have an unemployment rate of 12.6%, five percentage points higher than French speakers' unemployment rate of 7.6%.
- English-speaking youth experience the highest unemployment rate (29%) of any age-linguistic group in the region. It is approximately triple that of French-speaking youth (10.2%).
- English-speaking men experience the highest unemployment rate (15.1%) of any sex-linguistic group. English-speaking women have an unemployment rate of 10.8%, followed by French-speaking men (9.3%), and French-speaking women (5.5%).
- The majority of both English and French speakers in Abitibi-Témiscamingue work part-time, as opposed to full-time. This may be related to the forestry and mining industries in the region, which are often part-time and/or part-year.
- English speakers earn a significantly lower median after-tax income than French speakers in Abitibi-Témiscamingue (\$26,415 compared to \$30,430). The difference is just over \$4,000.
- English speakers have a significantly lower rate of postsecondary educational attainment compared to French speakers in the region (47.7% versus 52.4%).

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 MRC and regional county municipality/municipalité régionale comté (RCM/MRC). MRCs 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



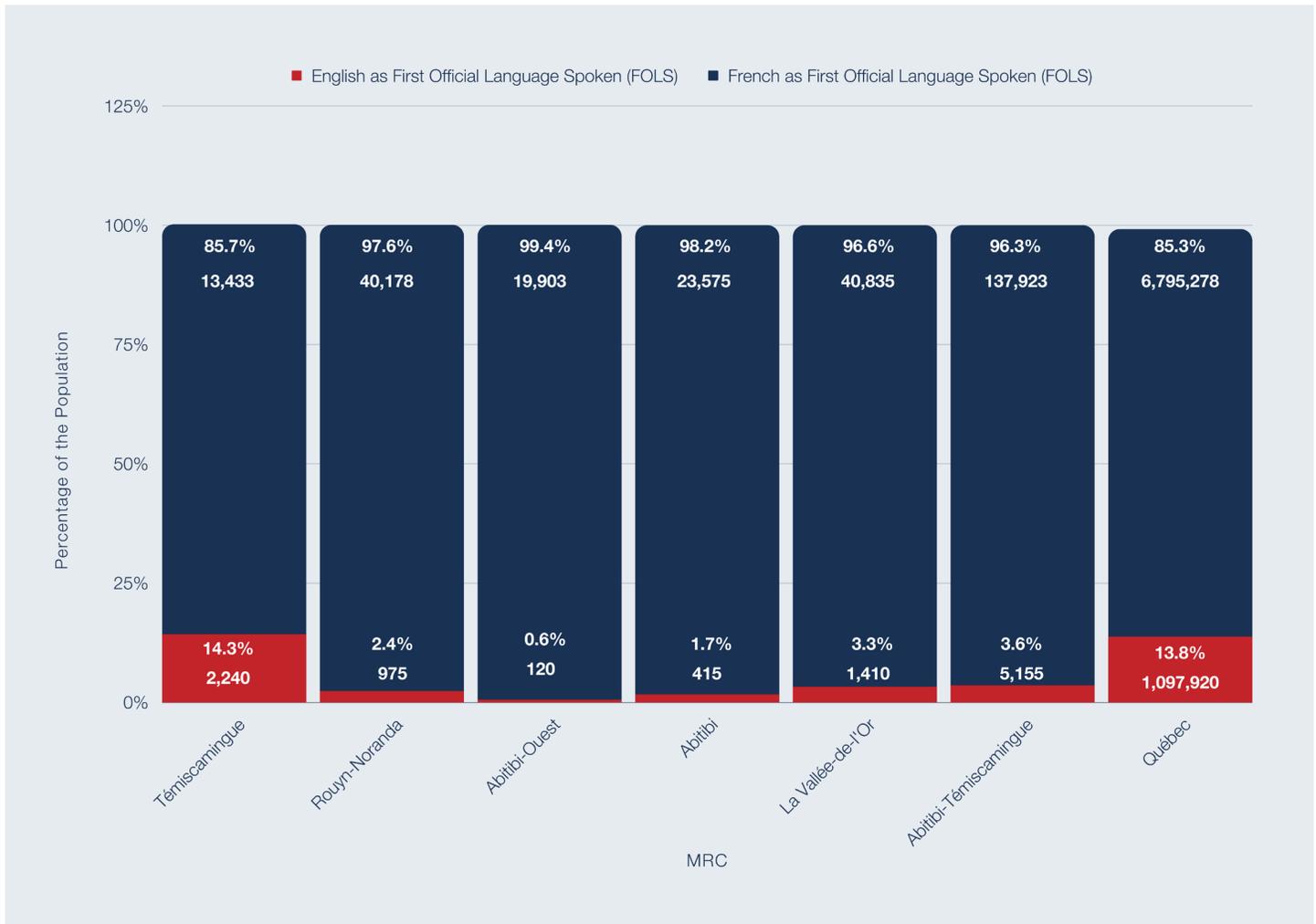
Abitibi-Témiscamingue

The population of Abitibi-Témiscamingue is approximately 143,155. The English-speaking community comprises 5,155 individuals, or 3.6% of the region's total population.

The MRC of Témiscamingue has the highest number and concentration of English speakers (14.3%), followed by La Vallée-de-l'Or and then Rouyn-Noranda.

There are two Algonquin Nation reserves whose members primarily speak English as their first official language: Kebaowek and Timiskaming. The Algonquin language is also spoken by these nations.

Graph 1: Total Population of Abitibi-Témiscamingue by MRC



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

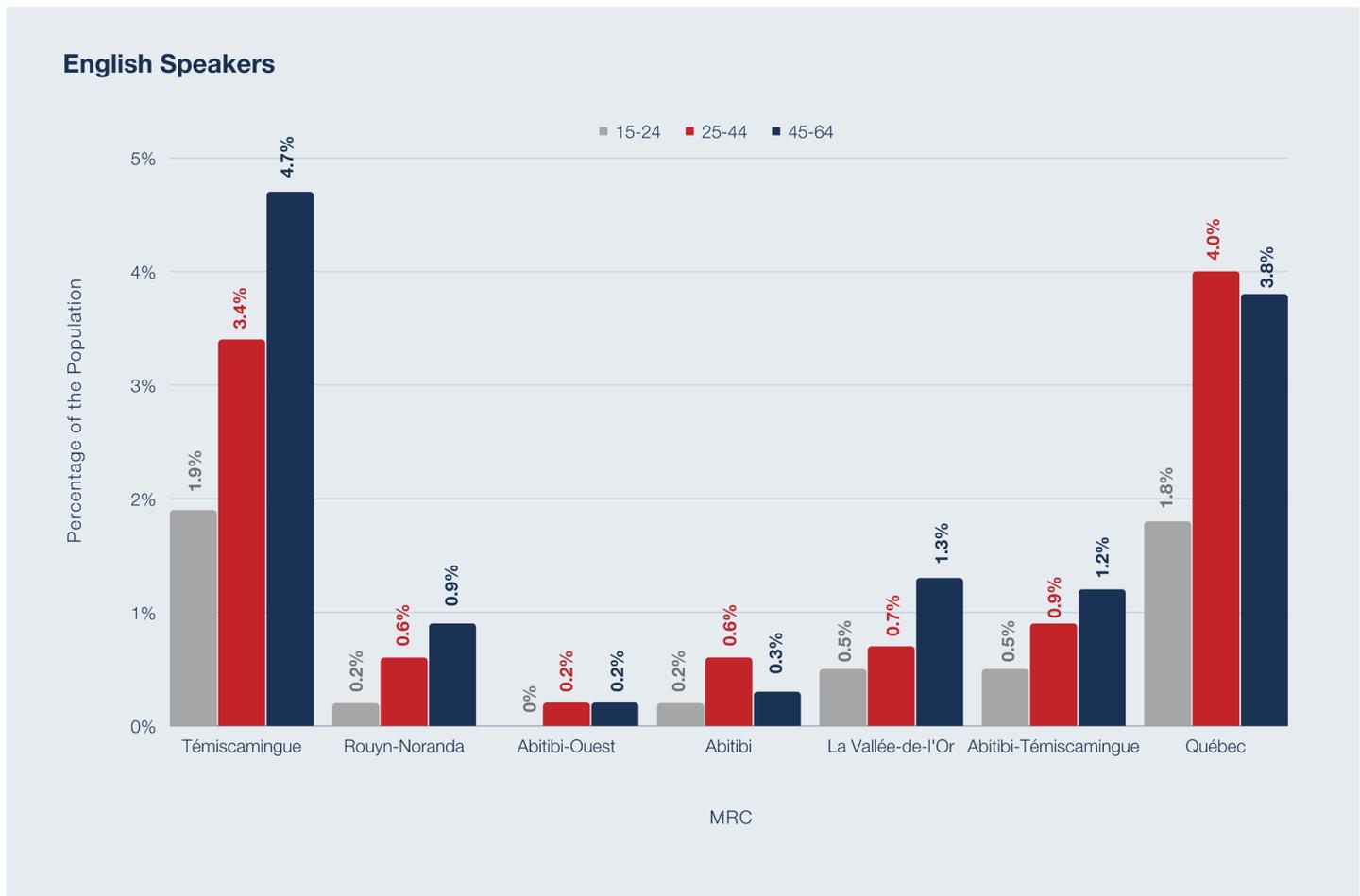
POPULATION

Age Structure of Population

Individuals aged 45-64 make up the largest portion of the population in Abitibi-Témiscamingue, among both English and French speakers. In Québec as a whole, French speakers aged 45-65 make up the largest portion of the population, while English speakers aged 25-44 make up the largest portion of the English-speaking population.

Exceptionally, English speakers aged 25-44 in Abitibi form a larger portion of the population than those aged 45-64.

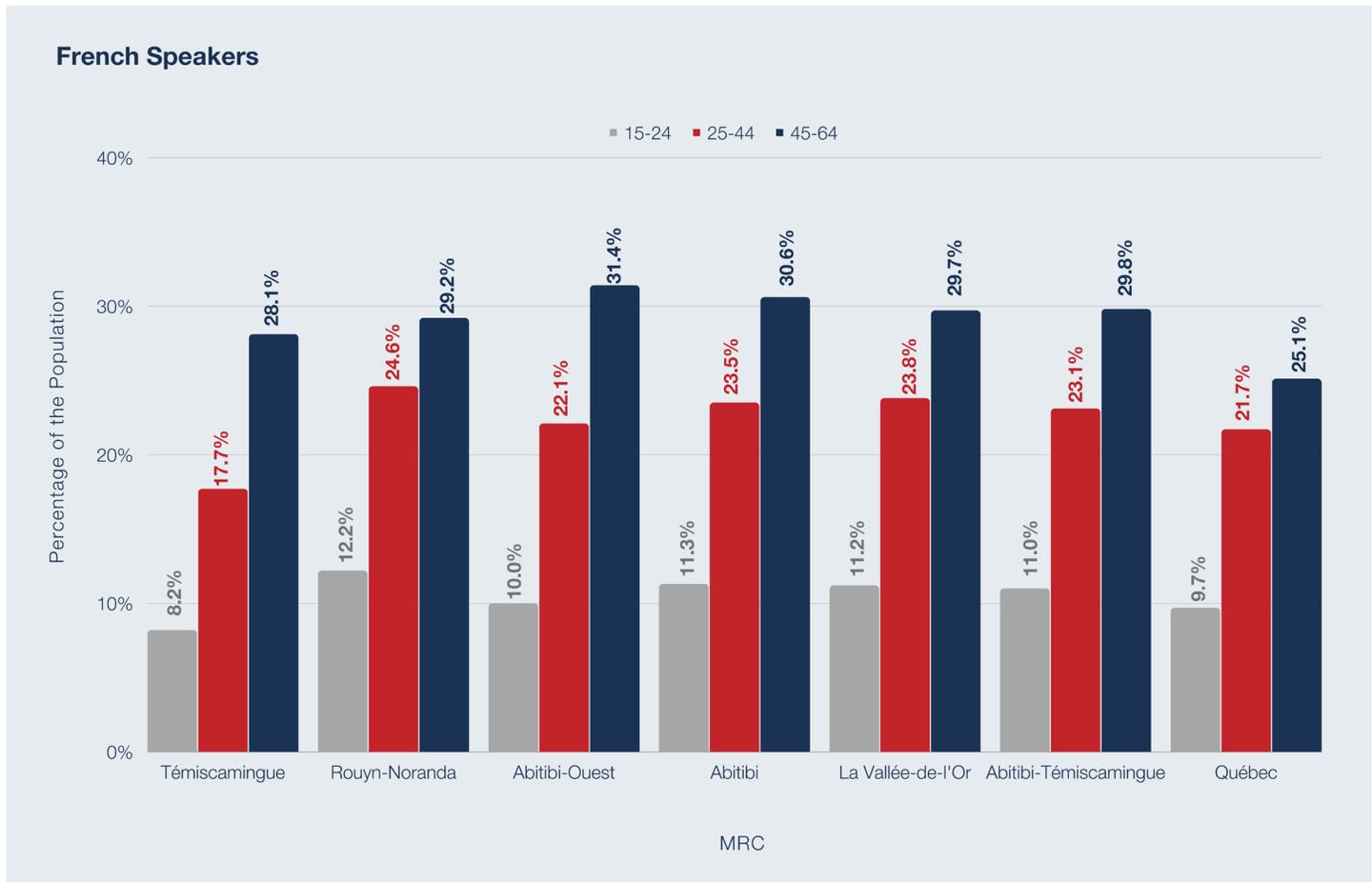
Graph 2a: Age Structure of Abitibi-Témiscamingue's Population by MRC



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

POPULATION

Graph 2b: Age Structure of Abitibi-Témiscamingue's Population by MRC



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

POPULATION

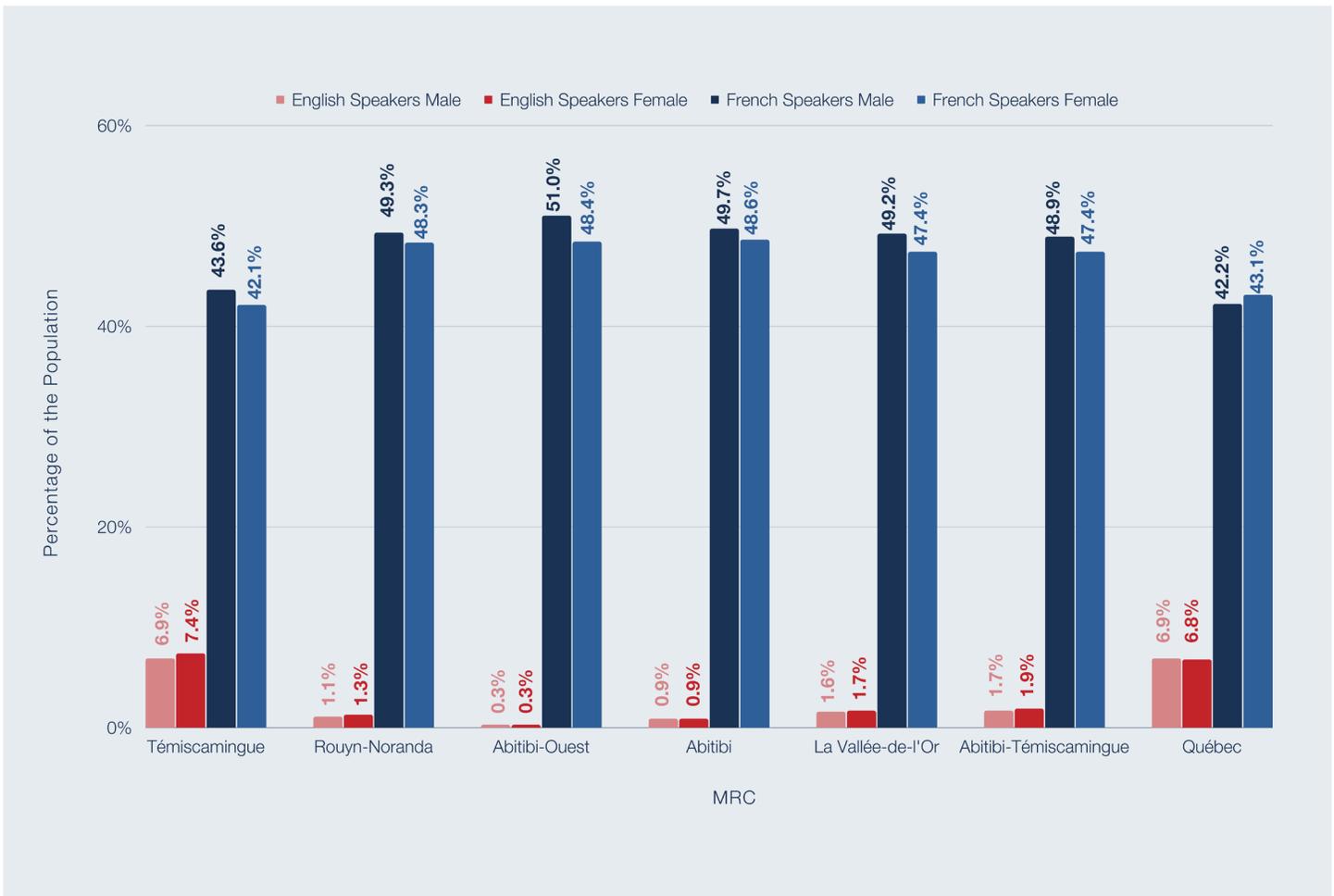
Sex Structure of Population

There are more English-speaking women than English-speaking men in the Abitibi-Témiscamingue region (1.9% versus 1.7%). However, there are more French-speaking men than women in the region (48.9% versus 47.4%).

Abitibi and Abitibi-Ouest are the only MRCs with roughly equivalent numbers of English-speaking women and men.

More than half of the total population in Abitibi-Ouest (51%) consists of French-speaking men.

Graph 3: Sex Structure of Abitibi-Témiscamingue's Population by MRC



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

Economic Structure



ECONOMIC STRUCTURE

Abitibi-Témiscamingue is designated as a resource-oriented region in Quebec's Economic Development Index.³ As of 2018, Abitibi-Témiscamingue has a score of 96, which is below average but represents a slight increase (0.2 points) over its 2013 score. An increase in the index indicates above average economic performance and growth.⁴

Economic activity varies across the region, but is largely oriented towards the primary industry, which involves the extraction of natural resources. There are two major industries, forestry and mining, which vary in dominance according to the particular area in the region. Notably, the mining industry declined from 2011 to 2016, in part, due to the falling price of gold during that time.⁵ Québec was nevertheless ranked the fourth best place in the world to invest in mining, according to a 2019 survey conducted by the Fraser Institute. The survey considered such factors as the quality of the workforce, the availability of clean and affordable energy, as well as the diverse mineral potential.

From 2013-2017, the sale of manufactured goods in Abitibi-Témiscamingue increased by a yearly average of 2.8%, slightly below the Quebec yearly average of 3.0%. In 2017, however, regional sales increased by 14.4%, reaching \$4.9 billion.⁶ Around the same time (2016-2020) private investment in the area increased by approximately 5.7% annually, compared to an average annual gain of 1.7% in provincial private investment. Most recently, the company Gazoduq announced the construction of a natural gas pipeline from northeastern Ontario to Saguenay-Lac-Saint-Jean, a large portion of which will traverse Abitibi-Témiscamingue. The entire project is evaluated at \$4.5 billion and is anticipated to begin in 2022.⁷

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. François Dupuis, Mathieu D'Anjou, and Chantal Routhier. "Études régionales: Région administrative du Abitibi-Témiscamingue," (2021). Desjardins. Retrieved from: <https://www.desjardins.com/ressources/pdf/21SLSJ-f.pdf?resVer=1617718261000>, page 5.

6. Ministère de l'Économie et de l'Innovation du Québec. "Région Abitibi-Témiscamingue: Secteur des entreprises," (2020). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/abitibi-temiscamingue/portrait-regional/secteur-des-entreprises/>

7. Dupuis, D'Anjou, and Routhier. "Études régionales: Région administrative du Abitibi-Témiscamingue," 10.

Industries



INDUSTRIES

Top Industries for Total Population

In 2020, primary industries in Abitibi-Témiscamingue accounted for 14.3% of jobs in the region, almost seven times higher than the provincial share (2.3%).⁸

The manufacturing sector accounted for a lower share of jobs in the region (8.9%) compared to the province overall (11.6%).

The main source of employment within the region is the service sector, accounting for 70.2% of jobs, compared to 79.9% of jobs provincially. The services sector encompasses a vast array of occupations ranging from health care to retail and education.

Primary Sector



14.3%

Manufacturing



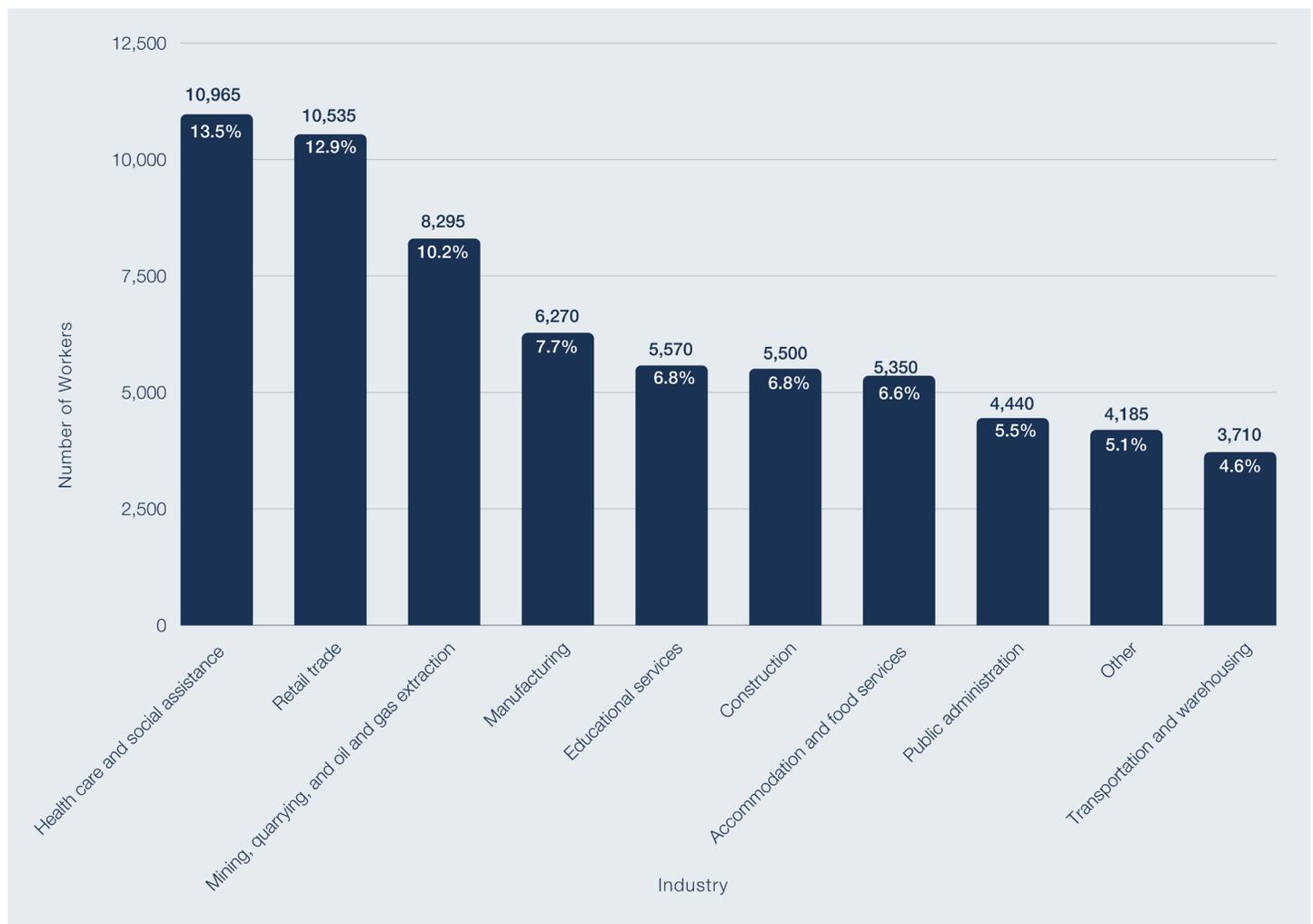
8.9%

Services



70.2%

Graph 4: Top 10 Industries in Abitibi-Témiscamingue 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. "Abitibi-Témiscamingue: Structure économique," (2021). Retrieved from: <https://www.economie.gouv.qc.ca/pages-regionales/Abitibi-Témiscamingue/portrait-regional/structure-economique/>

INDUSTRIES

Top Industries for English Speakers

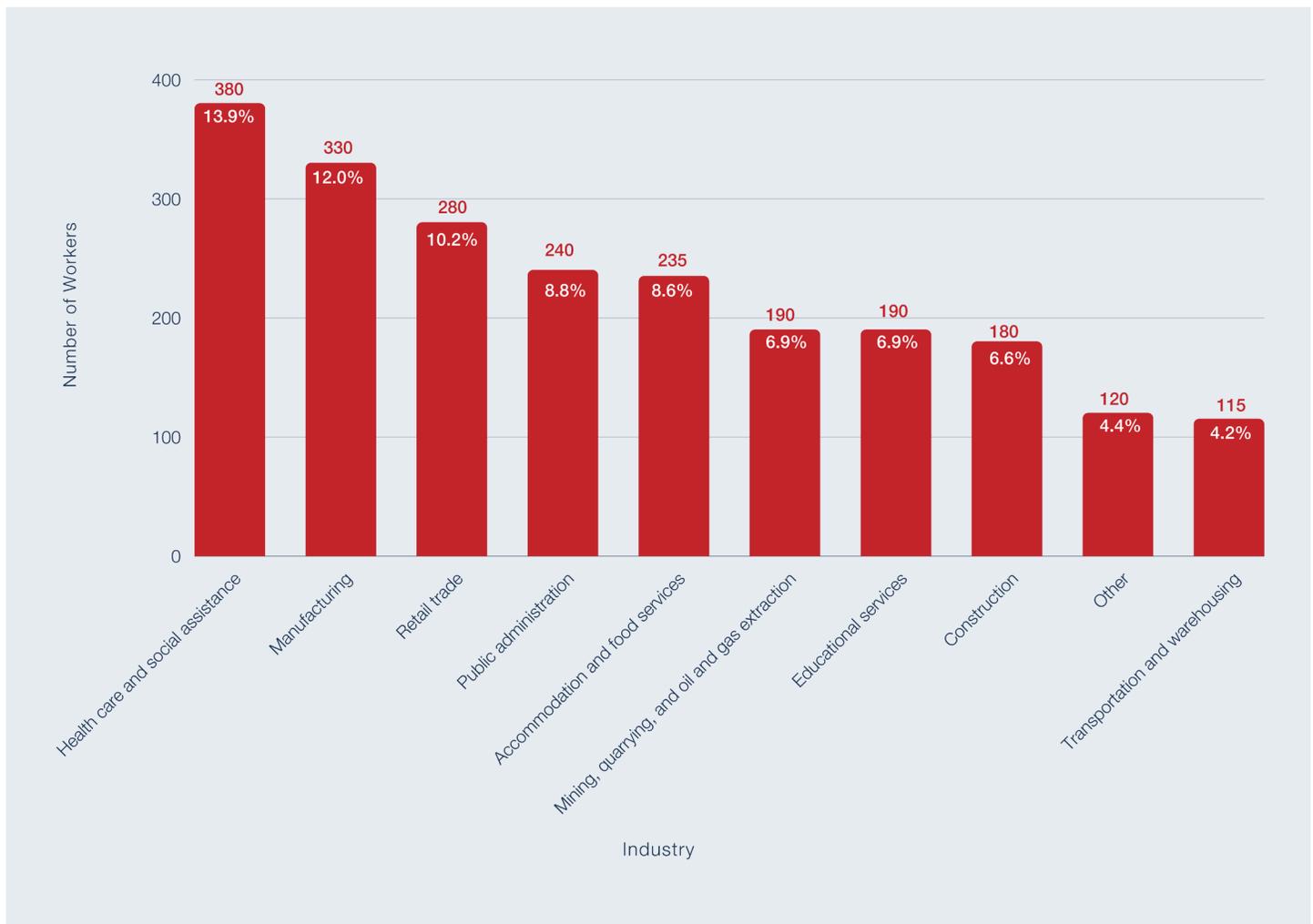
The main industries in which English speakers work are similar to those of the total population.

English speakers have a higher engagement in the manufacturing and public administration industries, and have a lower engagement in the mining industry.

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

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

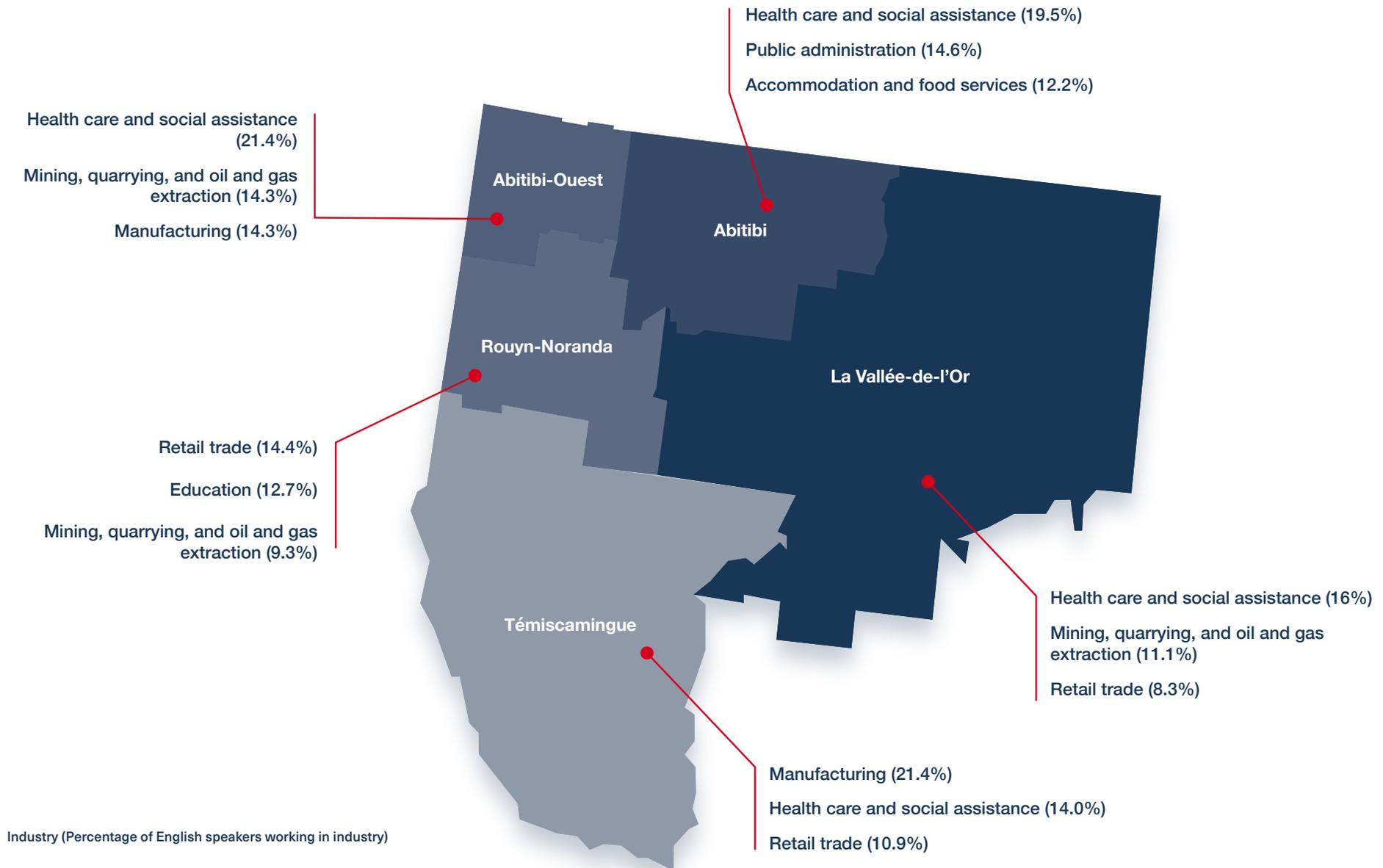
Graph 5: Top 10 Industries in Abitibi-Témiscamingue for English Speakers by Number of Workers



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

INDUSTRIES

Map 1: Top Industries in Abitibi-Témiscamingue for English Speakers



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

Labour Force



LABOUR FORCE

Total Labour Force

The labour force includes individuals who are employed and those who are unemployed, but actively seeking employment and available for work. Labour force participation is an important metric for understanding the employment and economic status of communities because it indicates the levels of activity in the labour market.

However, several factors must be considered when looking at labour force figures including:

- The proportion of individuals in the labour force who are unemployed
- Cyclical conditions and the time of year when labour force data is collected
- The types of occupations that employed individuals have
- The income that individuals are earning

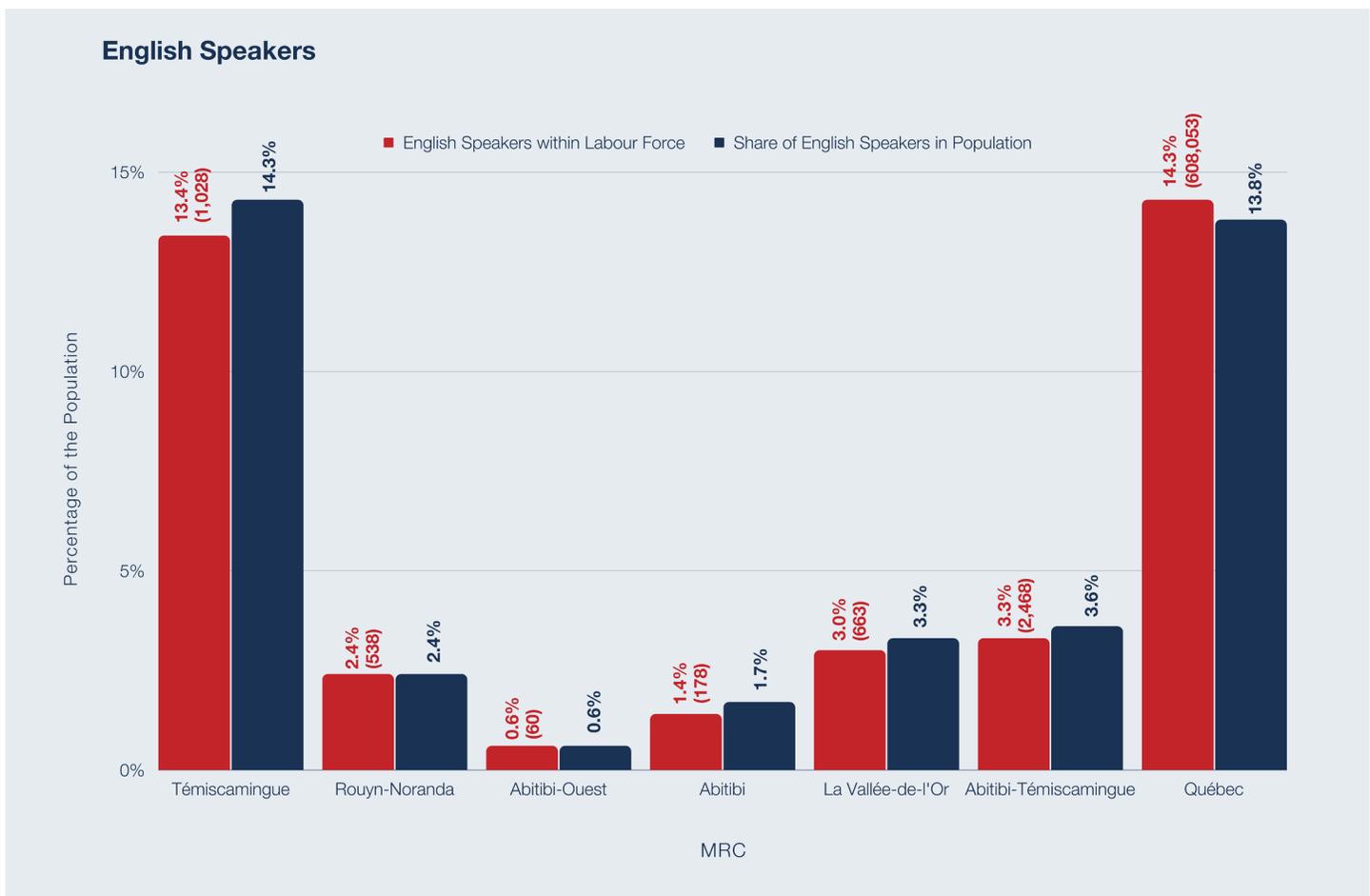
The English-speaking community represents approximately 3.6% of the population in Abitibi-Témiscamingue and 3.3% of the labour force in the region.

English speakers constitute 2,468 individuals within the 74,415-person labour force.

Témiscamingue is the MRC with the largest gap between labour force and total population representation for English speakers: in this MRC, the English-speaking community represents 14.3% of the total population and 13.4% of the labour force.

In Rouyn-Noranda and Abitibi-Ouest, English speakers are proportionately represented in the labour force.

Graph 6a: Labour Force of Abitibi-Témiscamingue by MRC



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

LABOUR FORCE

Graph 6b: Labour Force of Abitibi-Témiscamingue by MRC



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

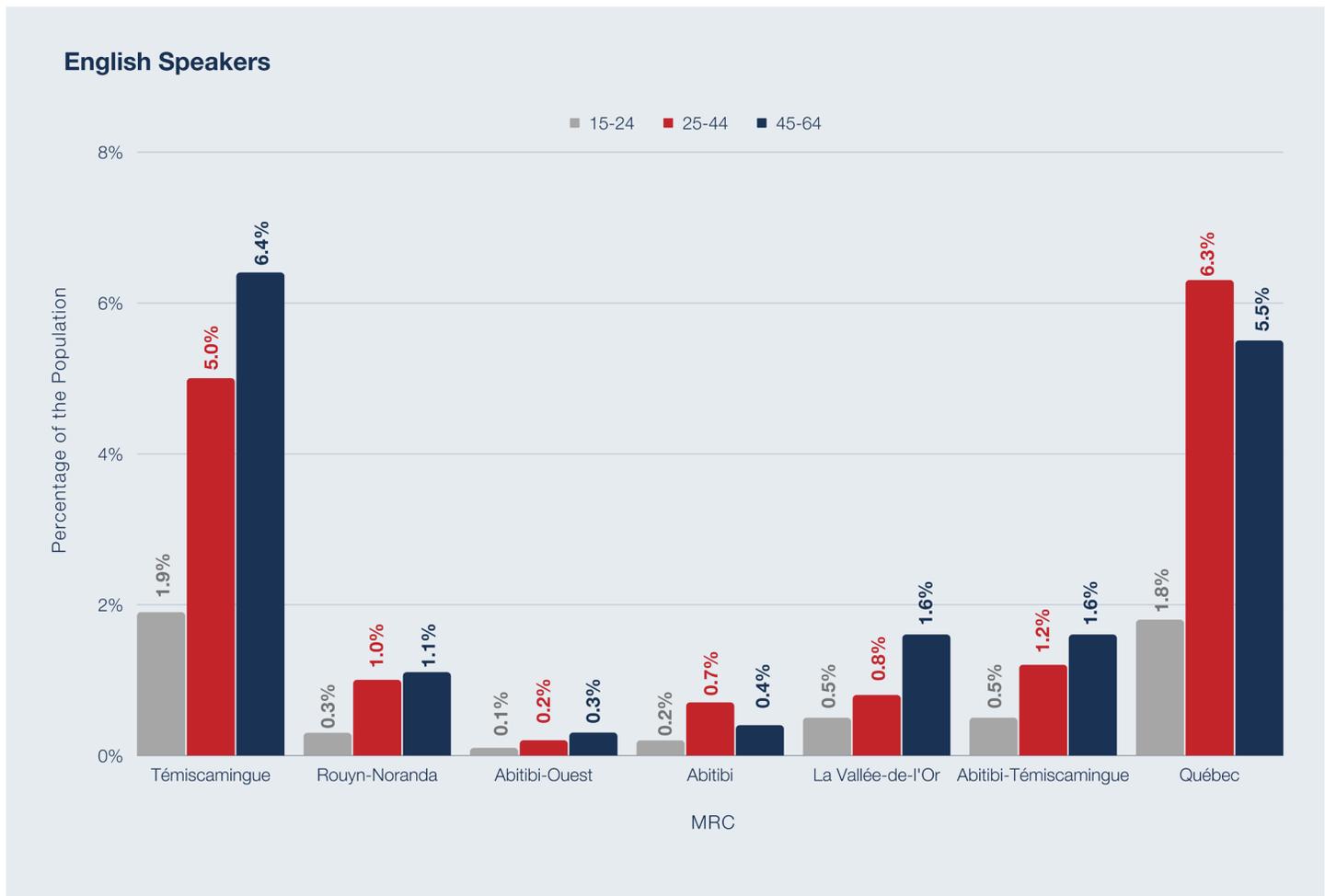
LABOUR FORCE

Age Structure of Labour Force

Among both French and English speakers, individuals aged 45-64 make up the largest share of the labour force in Abitibi-Témiscamingue. At the provincial level, individuals aged 25-44 make up the largest share of the labour force, among both French and English speakers.

Abitibi is the only MRC with more English speakers aged 25-44 than 45-64 in the labour force.

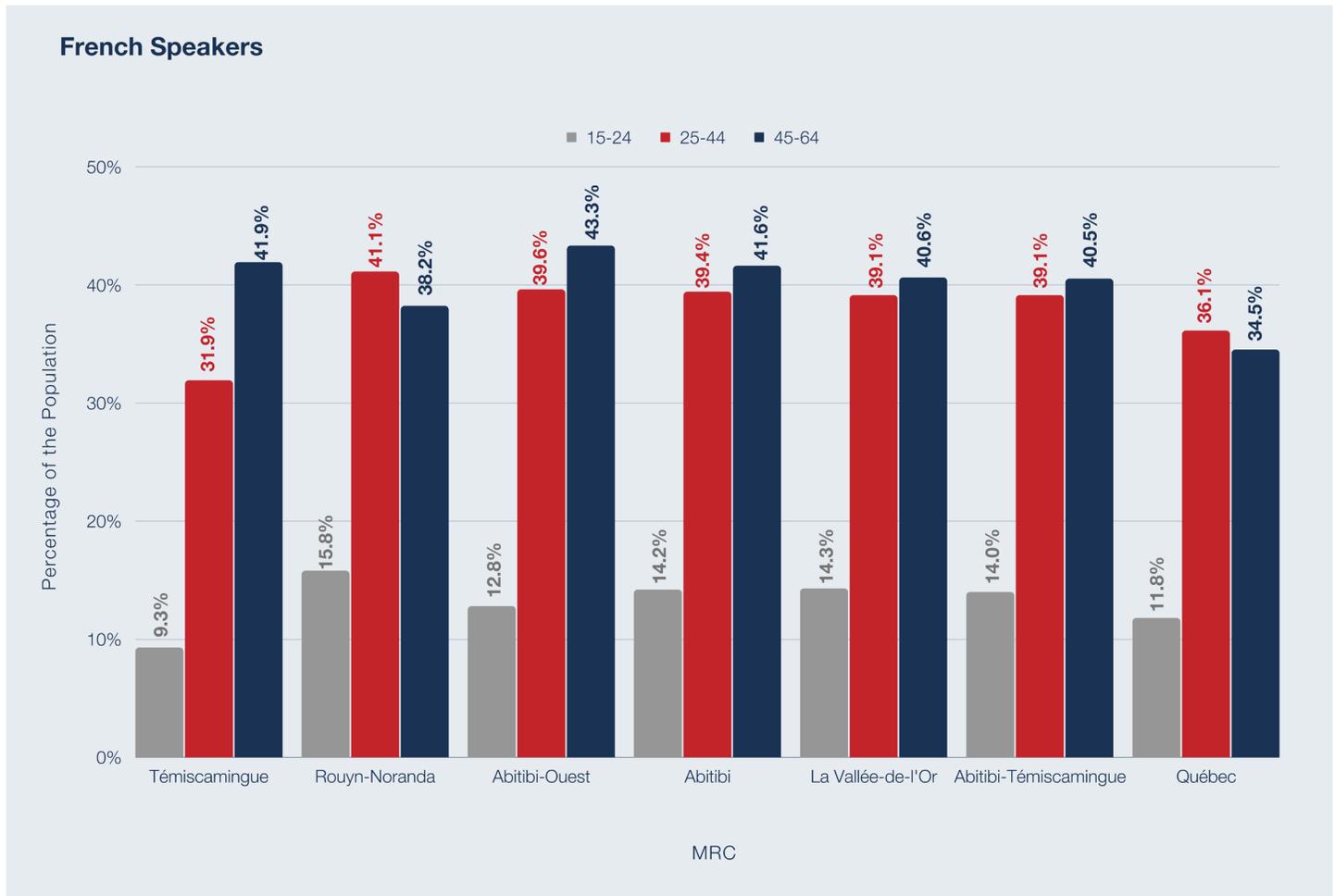
Graph 7a: Age Structure of Abitibi-Témiscamingue's Labour Force by MRC



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

LABOUR FORCE

Graph 7b: Age Structure of Abitibi-Témiscamingue's Labour Force by MRC



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

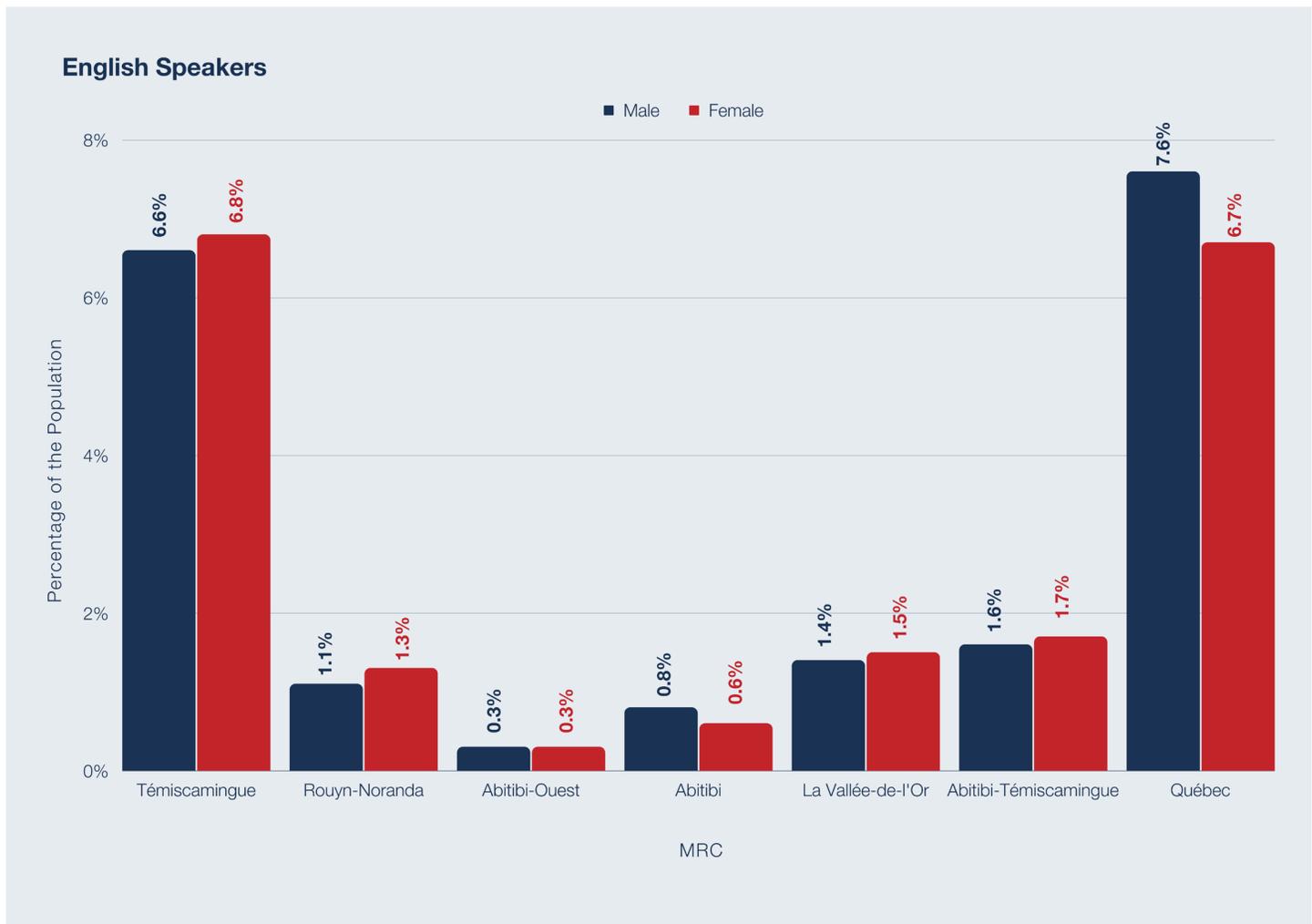
LABOUR FORCE

Sex Structure of Labour Force

Among English speakers, there are more women than men in the labour force (1.7% versus 1.6%). There are only three other regions where this is the case, all which are also resource-oriented (Côte-Nord, Nord-du-Québec, and Gaspésie-Îles-de-la-Madeleine).

In every MRC except Témiscamingue, French-speaking men make up more than half of the labour force.

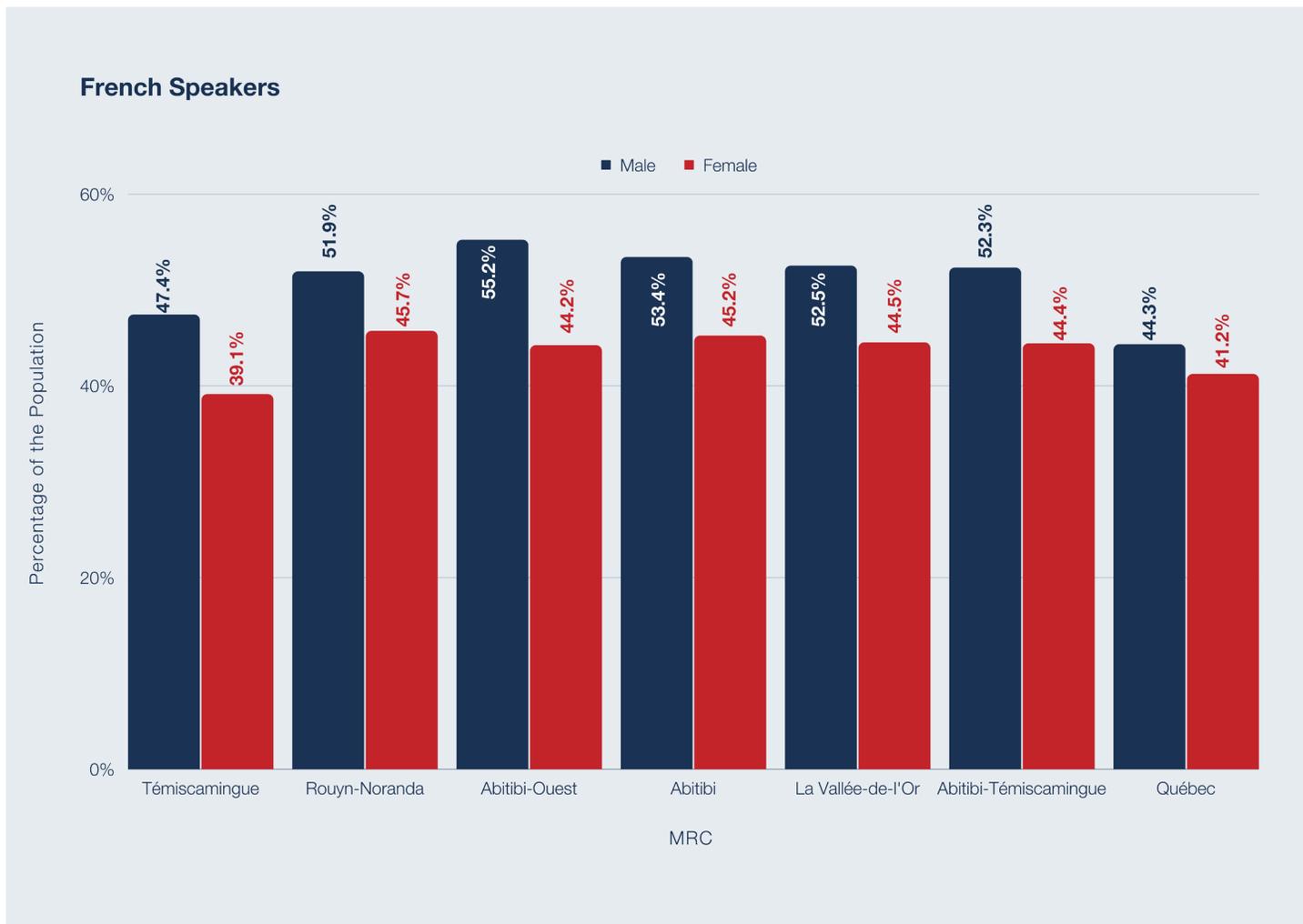
Graph 8a: Sex Structure of Abitibi-Témiscamingue's Labour Force by MRC



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

LABOUR FORCE

Graph 8b: Sex Structure of Abitibi-Témiscamingue'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.

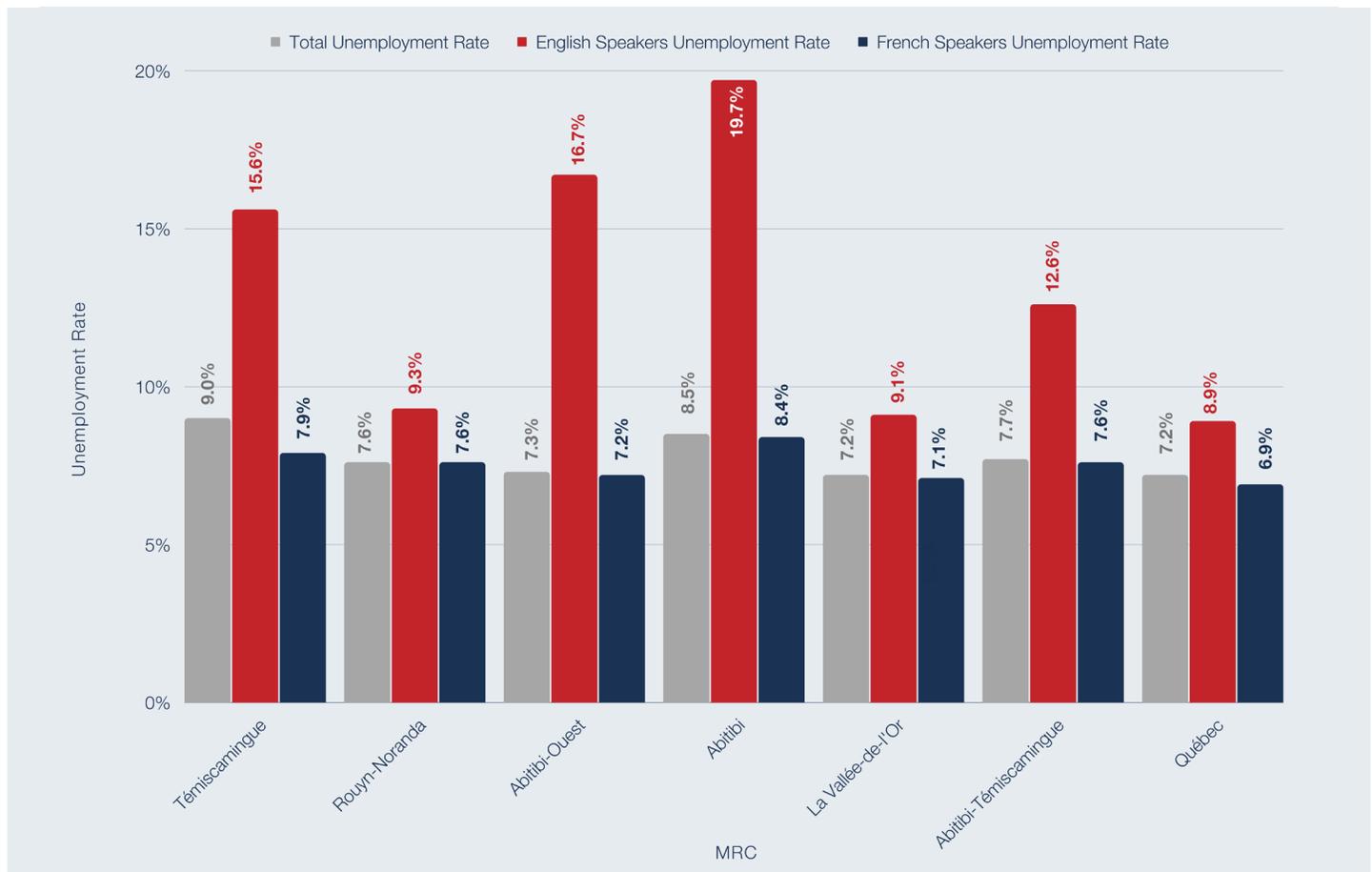
Due to a small population sample size in some MRCs, the unemployment rates for English speakers may appear as either 0%, a very high figure (e.g. 100%), or incalculable. These figures may not be representative of communities, suggesting the need for further research.

English speakers in Abitibi-Témiscamingue have an unemployment rate of 12.6%, compared to French speakers' unemployment rate of 7.6%.

In Témiscamingue, Abitibi-Ouest, and Abitibi, English speakers face an unemployment rate approximately double that of French speakers.

In Rouyn-Noranda and la Vallée-de-l'Or, the gap between English and French speakers' unemployment rates are slightly narrower (approximately 2%).

Graph 9: Unemployment Rate in Abitibi-Témiscamingue by MRC



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

UNEMPLOYMENT RATE

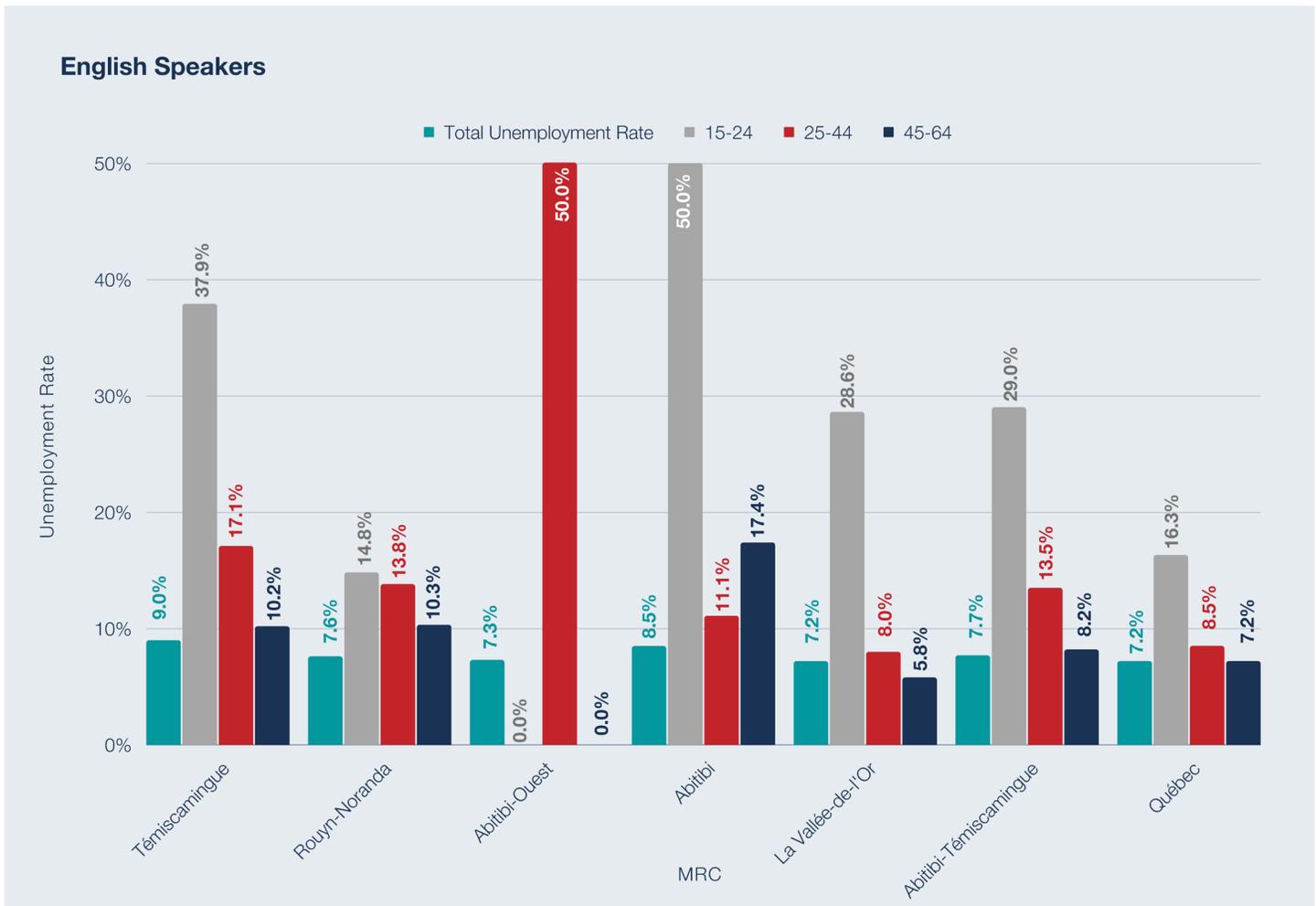
Age Structure of Unemployment Rate

English-speaking youth experience the highest unemployment rate (29%) of any age-linguistic group in the region. It is approximately triple that of French-speaking youth (10.2%).

Among English speakers, individuals aged 45-64 experience the lowest unemployment rate (8.2%)

Among French speakers, individuals aged 25-44 experience the lowest unemployment rate (5.8%).

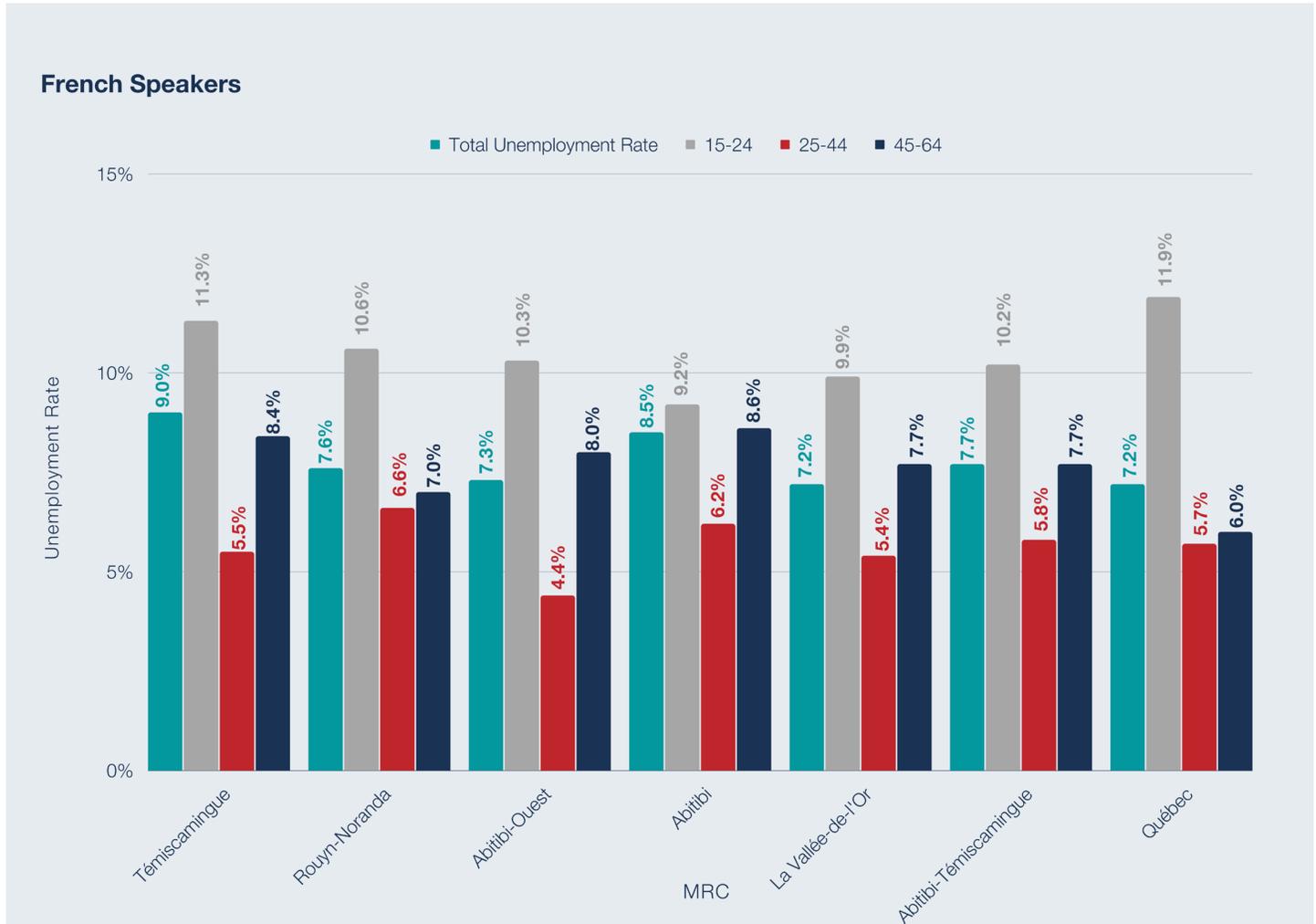
Graph 10a: Age Structure of Unemployment Rate in Abitibi-Témiscamingue by MRC



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

UNEMPLOYMENT RATE

Graph 10b: Age Structure of Unemployment Rate in Abitibi-Témiscamingue by MRC



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

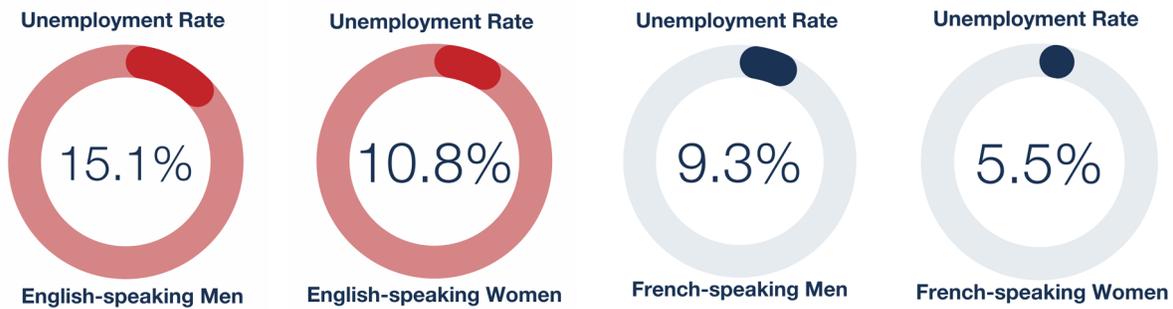
UNEMPLOYMENT RATE

Sex Structure of Unemployment Rate

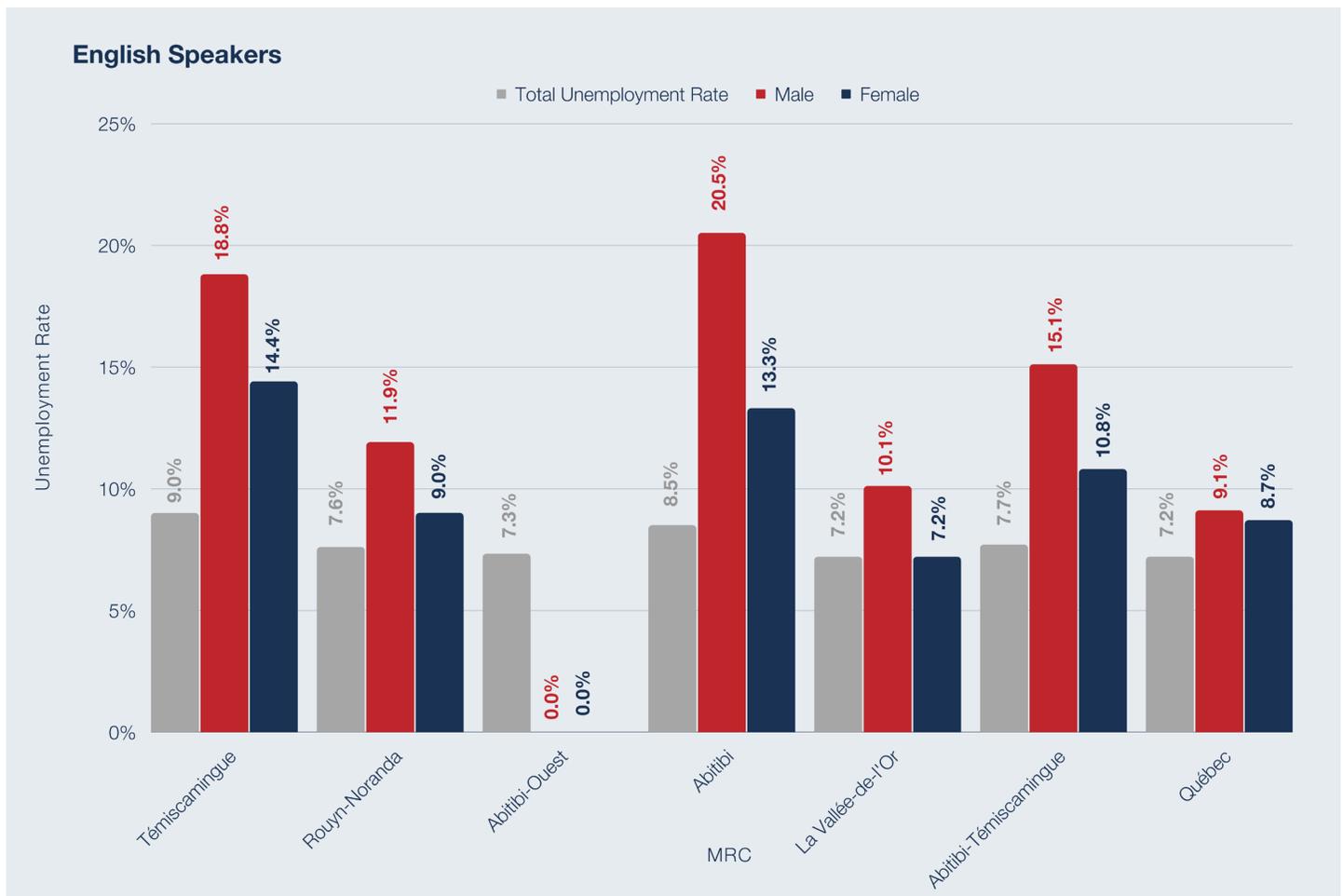
Among both French and English speakers, women experience lower unemployment rates than men.

English-speaking women have an unemployment rate of 10.8%, while English-speaking men have an unemployment rate of 15.1%.

French-speaking women have the lowest unemployment rate, at 5.5% (approximately one third that of English-speaking men). French-speaking men have an unemployment rate of 9.3%.



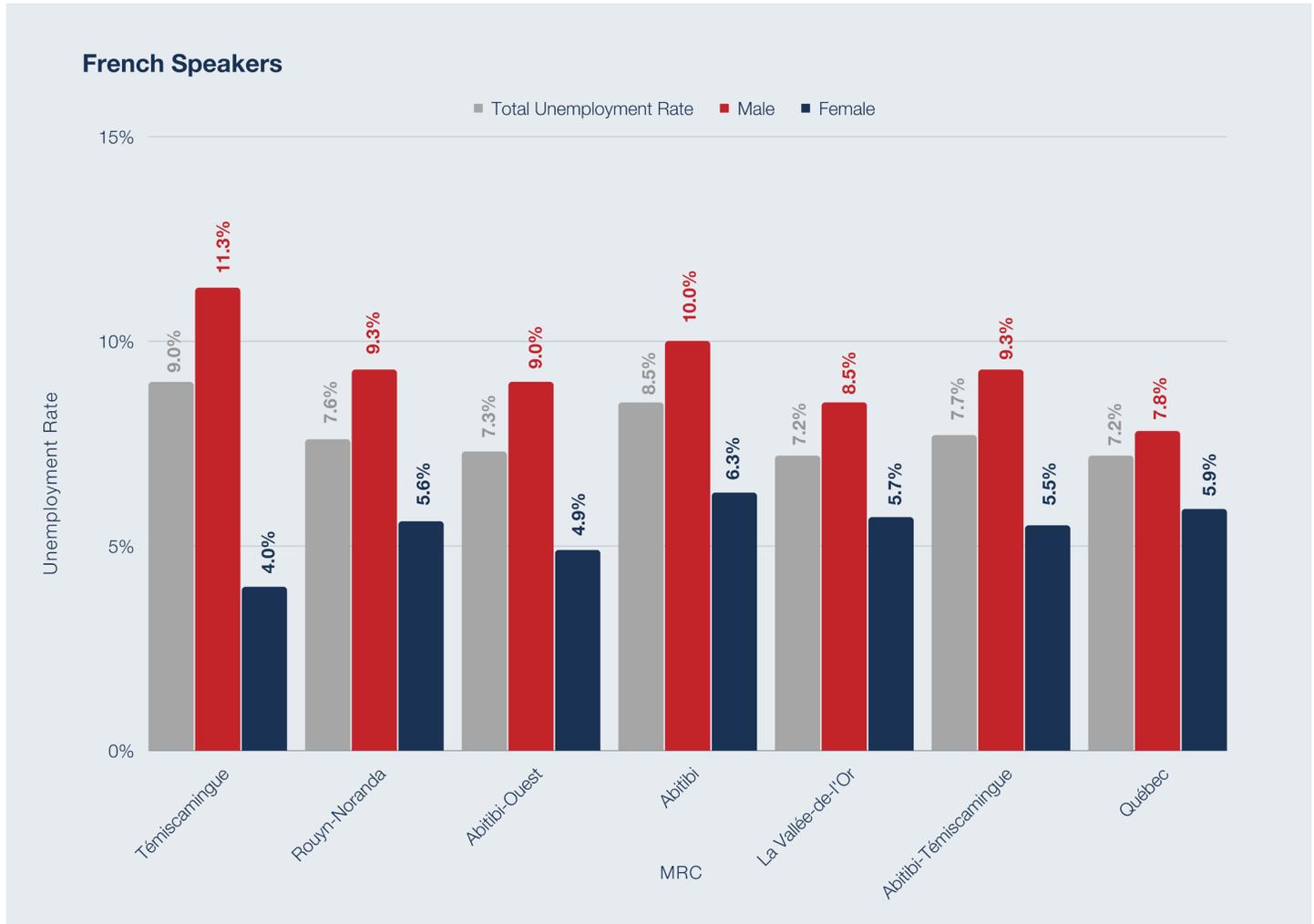
Graph 11a: Sex Structure of Unemployment Rate in Abitibi-Témiscamingue by MRC



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

UNEMPLOYMENT RATE

Graph 11b: Sex Structure of Unemployment Rate in Abitibi-Témiscamingue by MRC



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

Work Activity

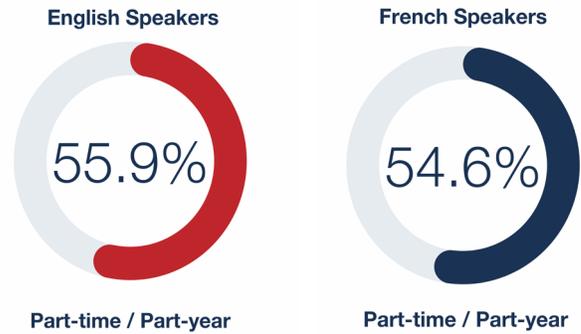


WORK ACTIVITY

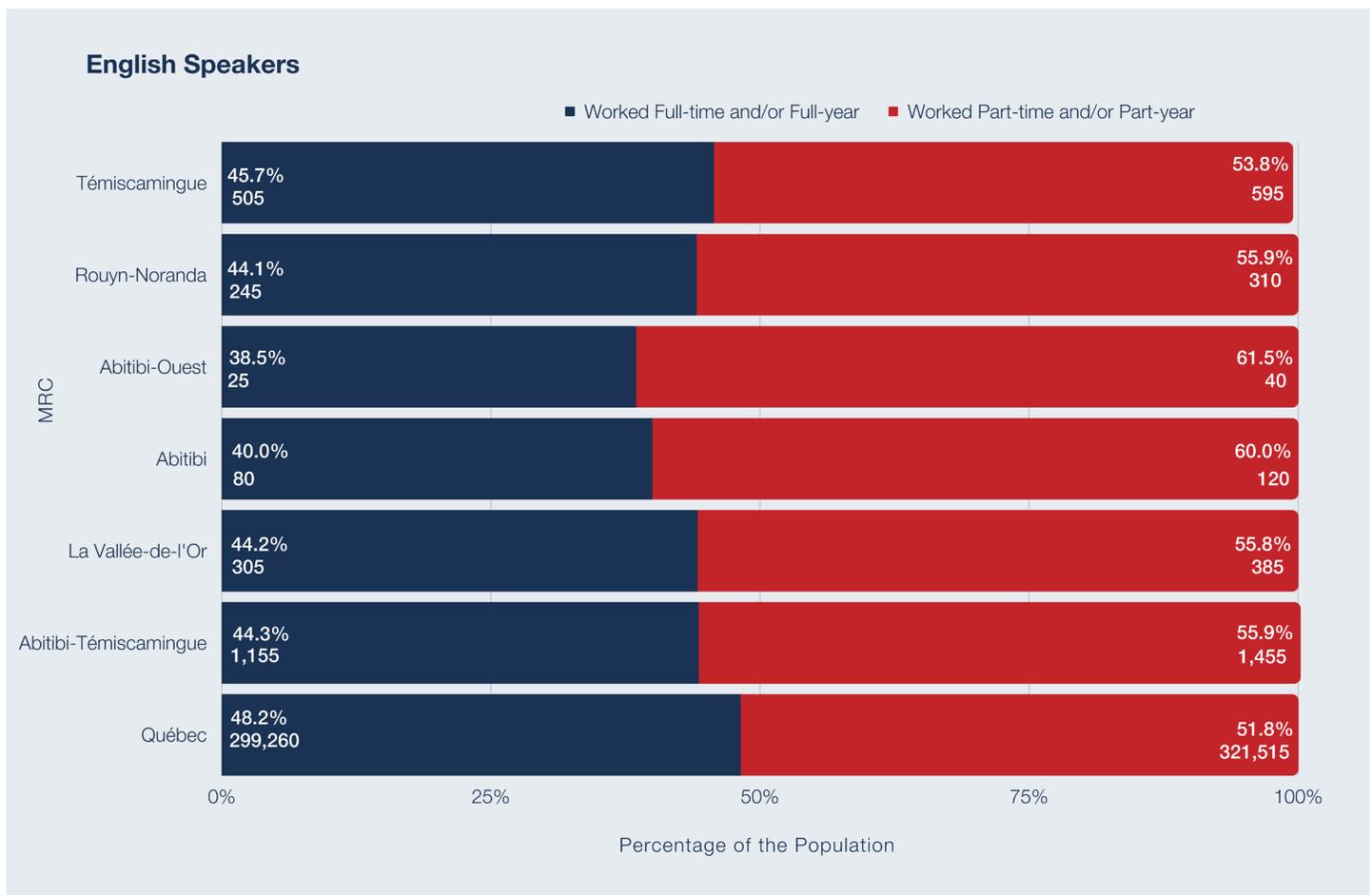
Engagement in Part- and Full-time Work

The majority of both English and French speakers in Abitibi-Témiscamingue work part-time. English speakers have a slightly higher engagement in part-time work than French speakers (55.9% compared to 54.6%).

English speakers in Abitibi-Ouest have the highest engagement in part-time work (61.5%).



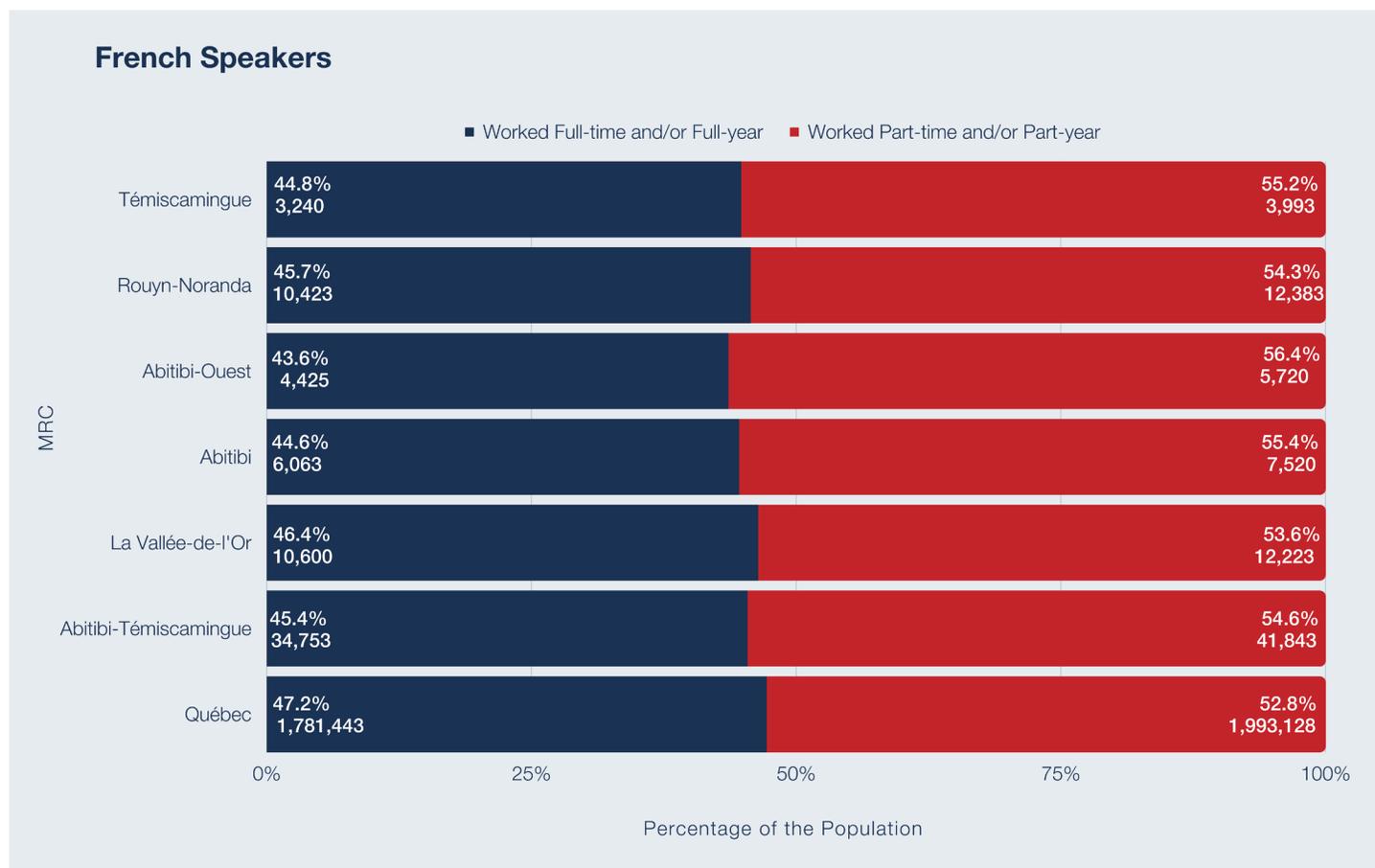
Graph 12a: Work Activity in Abitibi-Témiscamingue by MRC



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

WORK ACTIVITY

Graph 12b: Work Activity in Abitibi-Témiscamingue by MRC



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

WORK ACTIVITY

Average Weeks Worked

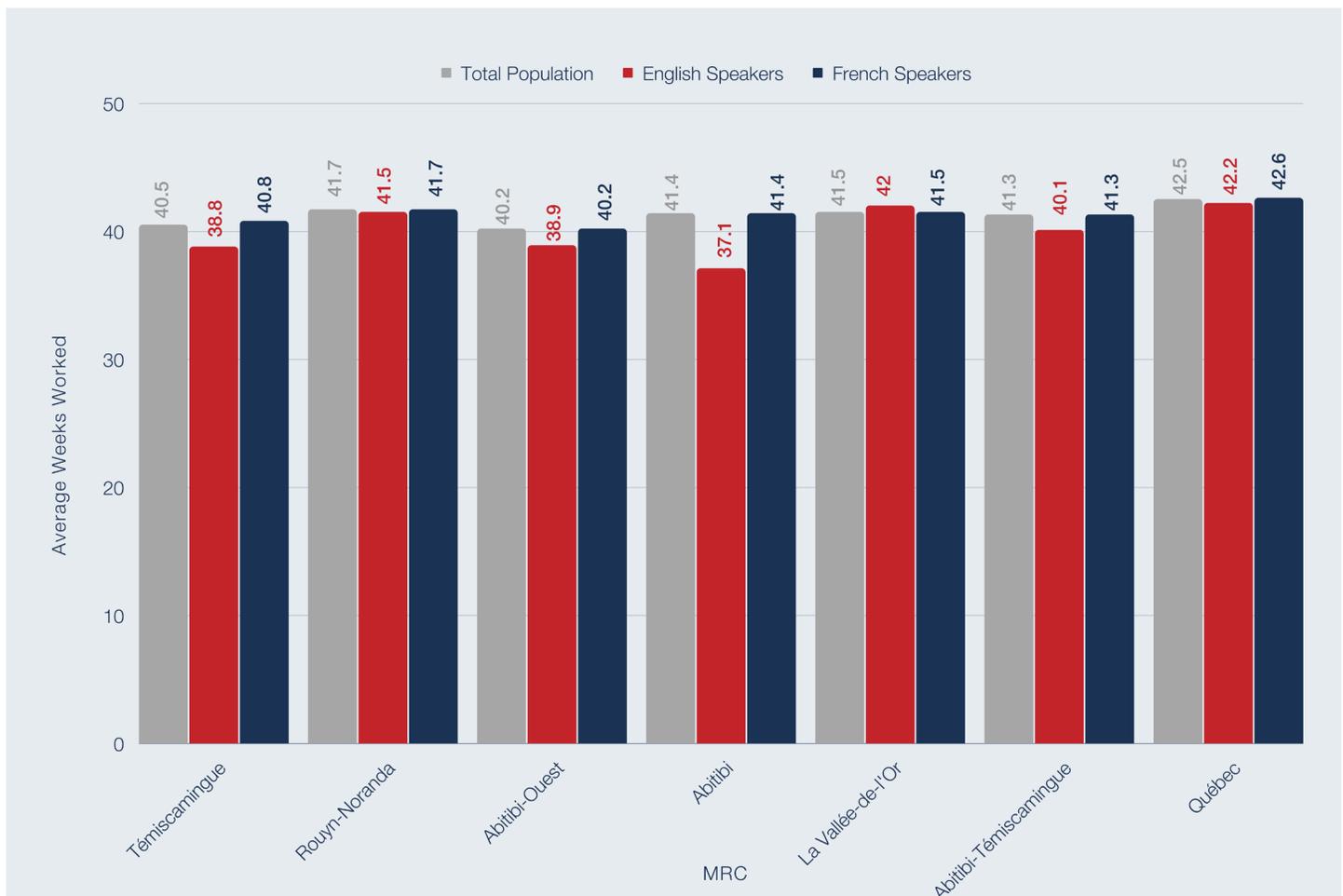
English speakers work for slightly fewer weeks per year than French speakers (40.1 compared 41.3).⁹

In Témiscamingue, Abitibi-Ouest, and Abitibi, English speakers work for noticeably fewer weeks per year than French speakers. This may indicate a greater involvement in seasonal work. Notably, Abitibi-Ouest and Témiscamingue more heavily rely on forestry, which has significant seasonal fluctuations.

La Vallée-de-l'Or is the only MRC where English speakers work more weeks per year, on average, than French speakers (42 compared to 41.5).



Graph 13: Average Weeks Worked in Abitibi-Témiscamingue 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

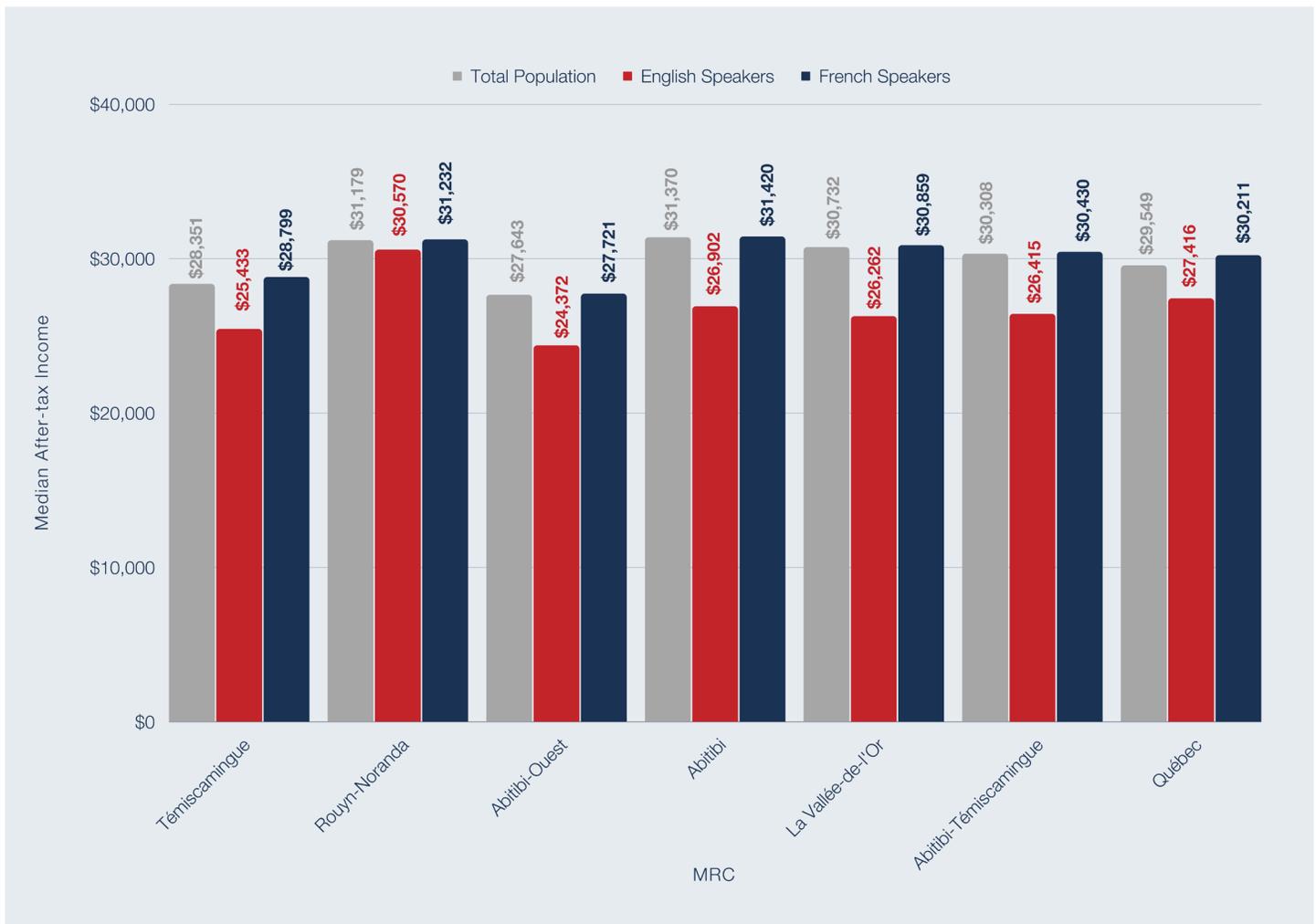
English speakers tend to earn a lower median after-tax income than French speakers. This could be explained in part by the higher unemployment rates that English speakers experience.¹⁰

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.

In Abitibi-Témiscamingue, English speakers earn a noticeably lower median after-tax income compared to French speakers (\$26,415 versus \$30,430).

Rouyn-Noranda is the only MRC where English and French speakers earn similar median after-tax incomes, although English speakers still earn slightly less (\$30,570 compared to \$31,232).

Graph 14: Median After-tax Income in Abitibi-Témiscamingue 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.

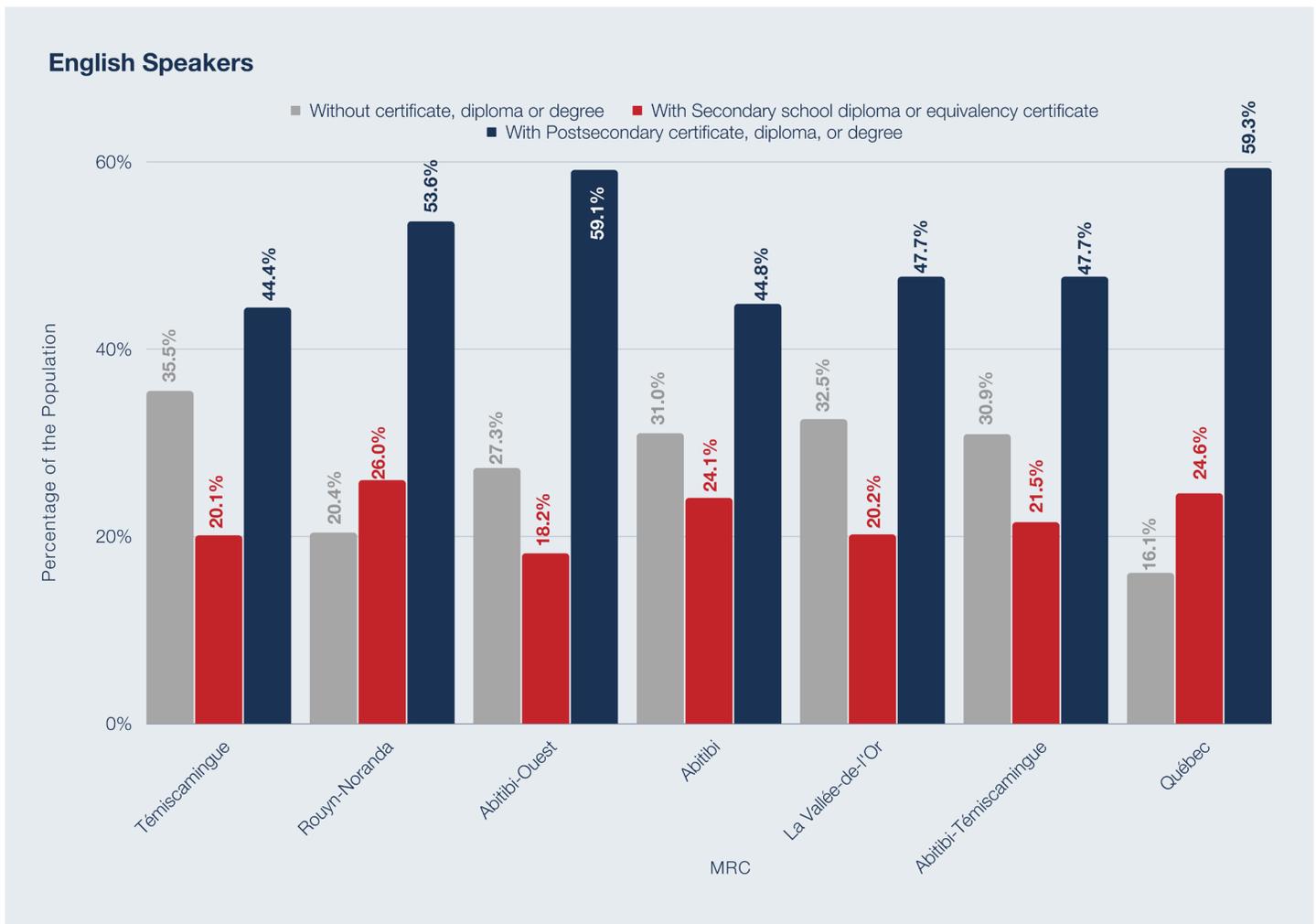
Educational attainment remains a key determinant in individuals' employability and employment prospects, although the relationship between education and employment differs for English speakers across Québec.

English speakers have a significantly lower rate of postsecondary educational attainment compared to French speakers (47.7% versus 52.4%).

Rouyn-Noranda and Abitibi-Ouest are the only two MRCs where more than half of all English speakers have some level of postsecondary education (although both levels are lower than the provincial average).

Témiscamingue is the MRC where English speakers have the highest rate of no educational attainment.

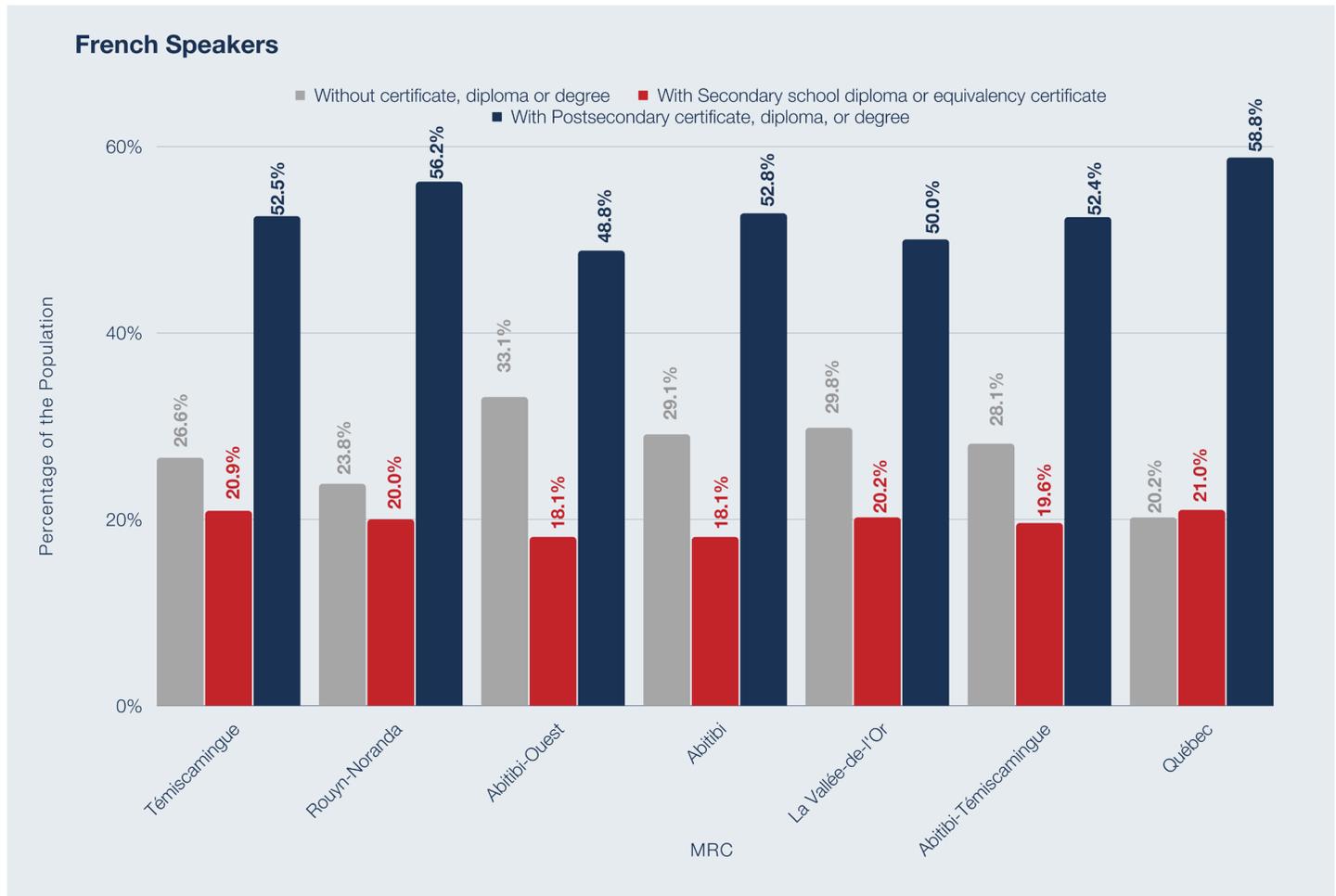
Graph 15a: Educational Attainment in Abitibi-Témiscamingue by MRC



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

EDUCATION

Graph 15b: Educational Attainment in Abitibi-Témiscamingue by MRC



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

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