



Employment Profile of English Speakers in Montréal

Provincial Employment Roundtable



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Executive Summary

This report aims to contribute to the knowledge and understanding of the employment situation of Montréal's English-speaking communities, who are linguistic minorities in the region. It surveys the most current and comprehensive information on their demographic and labour force conditions. Topics covered include work activity, unemployment rate, income, and educational attainment of workers to provide a more holistic picture of English speakers' employment and employability.

In addition to examining the demographics and labour force of the region's English-speaking population, this profile also examines the key characteristics of the labour market and industries in which English speakers work. The profile concludes by identifying some of the employment challenges and issues faced by English-speaking workers in Montréal, as well as preliminary recommendations to help improve their labour market outcomes.



KEY FINDINGS:

- English speakers constitute 36.4% of Montréal's labour force, and they have a labour force participation rate of 66.7% compared to 66.3% among the French-speaking majority.
- English speakers in Montréal have an unemployment rate of 11.6%, higher than the rate among French speakers in the region (9.3%).
- English speakers earn a median after-tax income of \$32,800 and a median employment income of \$30,000. Compared to French speakers, they earn \$2,800 less in after-tax income and \$5,600 less in median employment income.
- Less than half of English speakers are engaged in full-time employment (48.1%), compared to 50.7% of French speakers.
- Health care and social assistance is the industry with the highest vacancies in the region. The top 4 leading industries for English speakers in Montréal are 'Professional, scientific and technical services', followed by 'Retail trade', 'Health care and social assistance', and 'Manufacturing'. The top 4 leading industries for French speakers in Montréal are 'Health care and social assistance', followed by 'Professional, scientific and technical services', 'Retail trade' and 'Educational services'.
- There are vulnerable groups within the English-speaking labour force – English-speaking youth, mature workers, women, visible minorities, immigrants, and First Nations and Inuit individuals tend to face greater labour market obstacles as demonstrated by higher unemployment rates and lower employment incomes.

RECOMMENDATIONS:

Targeted Employment Programs: Adapt and expand existing public employment services, skills training, and employment programs to include English speakers who are an underrepresented group in the labour market.

- Adapt public employment services, employability programs, and complementary services to the needs of Montréal's English-speaking communities by calling on the expertise of regional and provincial organizations that serve them.
- Increase support for online and in-person English-language recognized skills training programs to reach a greater number of English speakers looking to access training opportunities within the region.
- Support employers in adapting practices to attract and retain experienced workers and those from underrepresented groups, including English speakers.
- Simplify the government recognition process for out-of-province and international credentials and create programs aimed at helping employers to better understand credentials.
- Prioritize targeted employment programs for underrepresented communities, including Indigenous, visible minority, immigrant, and

youth English speakers.

Increased Funding for on the Job French Language Training Programs: Include English speakers as a target underrepresented group in existing work-integrated learning programs for individuals with difficulties finding long-term employment or acquiring work experience within the region.

- Include English speakers as a target group in programs that provide wage subsidies to companies that hire the long-term unemployed or those with minimal work experience, such as PRIIME and IPOP.²
- Increase funding for employers and organizations to deliver English-language work-integrated learning and short-term training³ programs. Particular focus should be directed to work-integrated learning programs that allow English speakers to gain both professional and French-language skills on-the-job.
 - Prioritize programs aimed at integrating overqualified workers into positions that best suit their specialized skill sets.
 - Prioritize programs focusing on soft skills development.

¹ PRIIME refers to Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (Integration of immigrants and visible minorities into employment). The program is designed to support integration into a first job with retention opportunities for newly-arrived immigrants and visible minorities in their field of expertise.

See Ministère de l'Emploi et de la Solidarité Sociale. (2023, April 5). 5.10 – Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (PRIIME). Québec. https://www.accueil.servicesquebec.gouv.qc.ca/fileadmin/fichiers_ServicesQC/guide_mesures_services/05_Mesures_prog_Emploi_Quebec/05_10_Programme_PRIIME/Guide_PRIIME.pdf

² IPOP refers to Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel (Integration into employment for foreign-trained professionals). The program is designed to provide support for the professional transition of foreign-trained individuals who are in the process of obtaining their permit to find employment in their field of expertise.

See Ministère de l'Emploi et de la Solidarité Sociale. (2023, April 17). 5.10 – 5.10.1 – IPOP : Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel. Québec. https://www.accueil.servicesquebec.gouv.qc.ca/fileadmin/fichiers_ServicesQC/guide_mesures_services/05_Mesures_prog_Emploi_Quebec/05_10_Programme_PRIIME/5_10_1_IPOP.pdf

³ Short-term training programs (STTP) provide extensive training opportunities to new job seekers to help achieve valuable work experience and proficiency in their respective industries. See Gouvernement du Québec. (2023). *Short-term training program to become an orderly in CHSLD and senior housing*. <https://www.quebec.ca/en/education/health-social-services-training/short-term-training-program-become-orderly>

Industry-Specific French-Language Training: Provide funding to improve the delivery of on-the-job French-language training.

- Increase collaboration and coordination between stakeholders in the English-speaking community, Ministère de l'Emploi et de la Solidarité sociale, Ministère de l'Immigration, de la Francisation et de l'Intégration, Ministère de l'Éducation du Québec and Ministère de l'Enseignement supérieur to develop francisation interventions for English speakers.
 - Better promote and increase access for employers to enroll in subsidized workplace French-language training.
 - Fund regional organizations and adult education centres already serving English speakers to deliver on-the-job French-language training for priority sectors, including health care, social assistance, and professional services.

English Language Vocational Training: Increase awareness of pathways to vocational training and careers in the trades.

- Raise awareness amongst English speakers about the value of vocational training and related careers in the trades.

Research Methodology and Considerations

This profile relies primarily on quantitative data from the 2021 Census of Canada⁴. The profile uses 100% and 25% sample data from the 2021 Census. The 100% data is drawn from all populations in Canadian private households while the 25% sample data is drawn from the approximately 25% of Canadian private households who received a long form questionnaire. With the exception of the data in the Population section, the data in all sections of this profile pertains to individuals aged 15 and over in private households. The data in this profile is

organized by Administrative Region.⁵ Labour force characteristics are provided for English speakers and French speakers according to three main categories: age, gender and visible minorities. Key labour force characteristics are included at the end of each section for Indigenous English speakers, whose Census populations are sometimes too small to produce reliable data for all labour force characteristics.

Additional data is drawn from the Institut de la Statistique du Québec and the Ministère de l'Économie, de l'Innovation et de l'Énergie in order to provide an economic overview of the region.

We also conducted semi-structured focus group interviews with individuals from organizations serving English speakers in the region in the month of May 2023 to identify key employment issues, challenges and skill gaps faced by English speakers in the labour market. The responses obtained from these interviews were analyzed and sorted thematically to identify common issues for English speakers in the region. All direct quotes are from transcripts of the recorded interviews.

⁴ It is important to note that the reference year for the 2021 Census was 2020, during which the COVID-19 pandemic took place. Therefore, the labour force characteristics of Canadians were likely impacted by the pandemic. More recent data suggests some indicators, such as unemployment rate, have decreased across most communities in Québec. However, unemployment and earnings data for English speakers in Québec over the past four Censuses shows English speakers faring worse than French speakers. The qualitative data collected from interviews with organizations in the regions indicates that labour market challenges for English speakers still persist in the region post-pandemic.

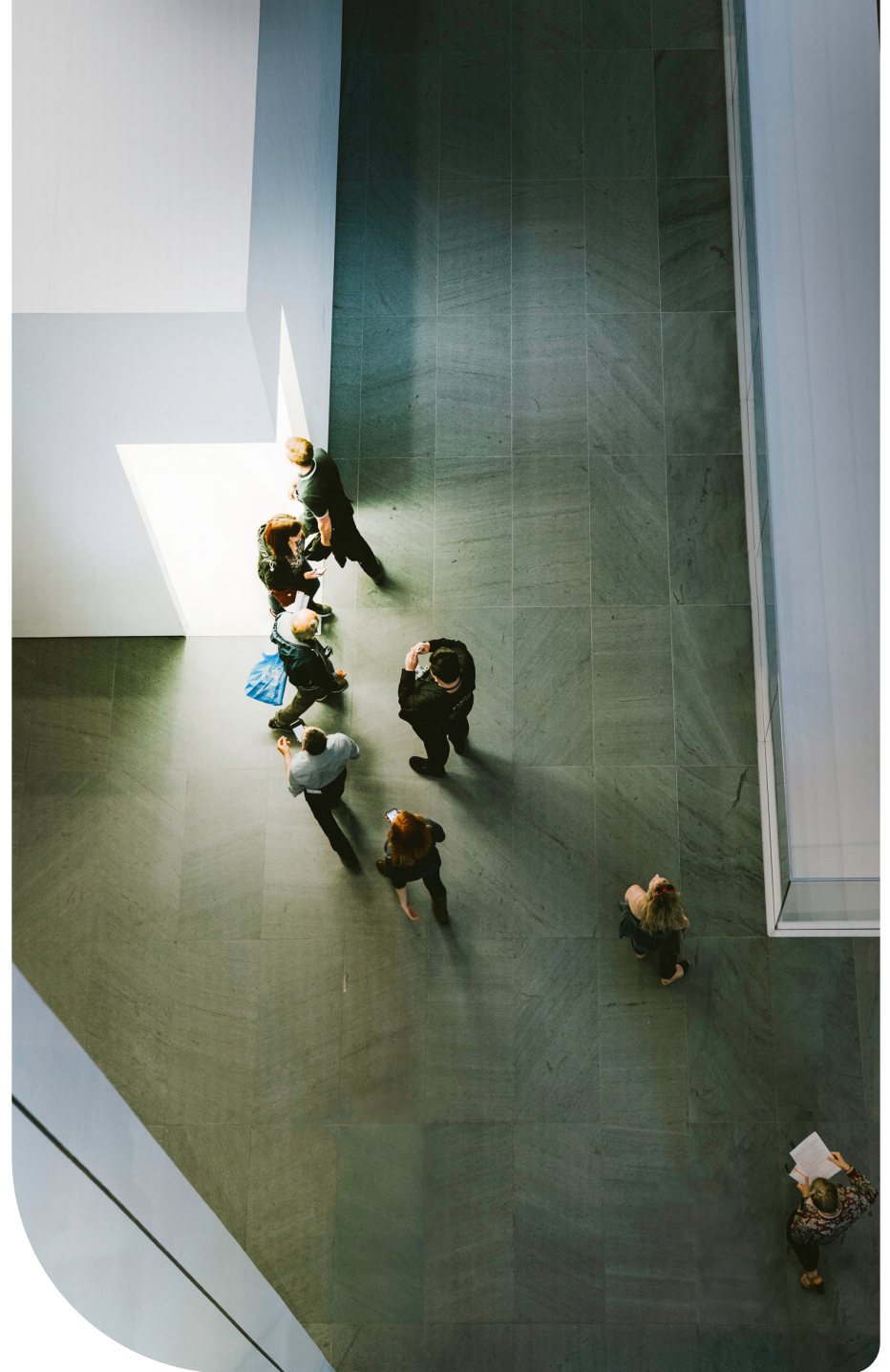
⁵ Census data is the primary and most comprehensive source of linguistic-based information on Québec's English-speaking labour force. The fact that this data is only available every 5 years is a considerable limitation for those who rely on linguistic-based data to make important decisions. There is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

Some quotes have been lightly edited for clarity, without changing the meaning or intent of the speaker.

Linguistic Population Considerations

Statistics Canada uses various methods to measure and classify official language speakers in the Census. In this profile, we use their First Official Language Spoken (FOLS) designation to measure the number of English speakers and French speakers in Québec. 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). For individuals who fall into both English and French as their first official language category, we evenly divide them among the English FOLS and French FOLS populations.⁶

⁶ This method of counting English and French speakers is considered the most inclusive since it accounts for individuals who are plurilingual, as well as those who are not highly proficient in either official language but consider themselves more proximate to English or French, especially in terms of accessing employment and education services.



Definitions

The following section contains summarized definitions of variables and concepts that are used in this profile. Full definitions can be found in Statistics Canada's 2021 Census of Population Dictionary.⁷

After-Tax Income – Refers to the total income of a person minus income taxes.

Indigenous – Refers to people who identify as First Nations (North American Indian), Métis and/or Inuk (Inuit), and/or those who report being Registered or Treaty Indians who are registered under the Indian Act of Canada and/or members of a First Nation or Indian band, according to Statistics Canada.

Unemployed – Refers to a person who did not have paid work during the reference week of May 2021, but had been actively looking for paid work in the last four weeks.

Industry – Refers to a specific sector of economic activity engaged in by a given group. The industry data is produced according to the North American Industry Classification System of 2017.

Visible Minority – Refers to persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, according to the Employment Equity Act. In the Census, visible minority populations consist of the following groups: South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean and Japanese.

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

Temporarily Employed – Refers to a person who, during the reference week of May 2021, did paid work in the context of an employer-employee contract which has an end date as opposed to permanent employment where the work contract does not usually have an end date.

Employed – Refers to a person who, during the reference week of May 2021, did paid work in the context of an employer-employee relationship, or who was self employed.

Labour Force – Refers to all persons aged 15 and over who were either employed or unemployed during the reference week of May,

⁷ Statistics Canada. (2023, June 21). *Dictionary, census of population, 2021*. Canada. <https://www12.statcan.gc.ca/census-recensement/2021/ref/dict/index-eng.cfm>

2021.

Labour Force Participation Rate – Refers to the proportion of the working-age population (aged 15 and over) who are either employed or actively seeking employment and are therefore considered to be part of the labour force.

Employment Income – Refers to income that a person receives as wages, salaries and commissions from paid employment, including self-employment.

Low Income Cut Off (LICO) – Refers to thresholds below which people would likely have devoted a larger share of their income than average to basic necessities such as food, shelter, and clothing.

Work Activity – Refers to whether or not a person 15 years or over worked in 2020. 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.



Introduction

This profile provides an overview of the most current data available on the employment situation of English speakers in the Montréal region of Québec. The data included is primarily from the 2021 Canadian census, which contains the most comprehensive information on the labour force characteristics of linguistic minority communities across Canada. Topics covered include the number of English speakers in the region's labour force, leading industries for English speakers, skills profiles of English speakers, unemployment rates, incomes, and work activity. The profile compiles the available data on English speakers' employment status with respect to their position as linguistic minorities in a majority French-language labour market. For this reason, most of the information presented in this profile is organized by the two linguistic categories of English speakers and French speakers.

This data is supplemented by information from qualitative interviews and surveys that were conducted with individuals from organizations that serve English speakers in Montréal. A brief discussion of the employment issues and challenges facing English speakers in the region is provided at the end, followed by preliminary recommendations to help improve English speakers' integration in Montréal's labour market.



Section 1

Population

Population

TOTAL POPULATION

Montréal is Québec’s largest region by population. Out of Montréal’s total population of 1,980,020 there are approximately 692,110 individuals who are English speakers representing 35% of the region’s population.⁸

Graph 1: Share of Total Population of Montréal

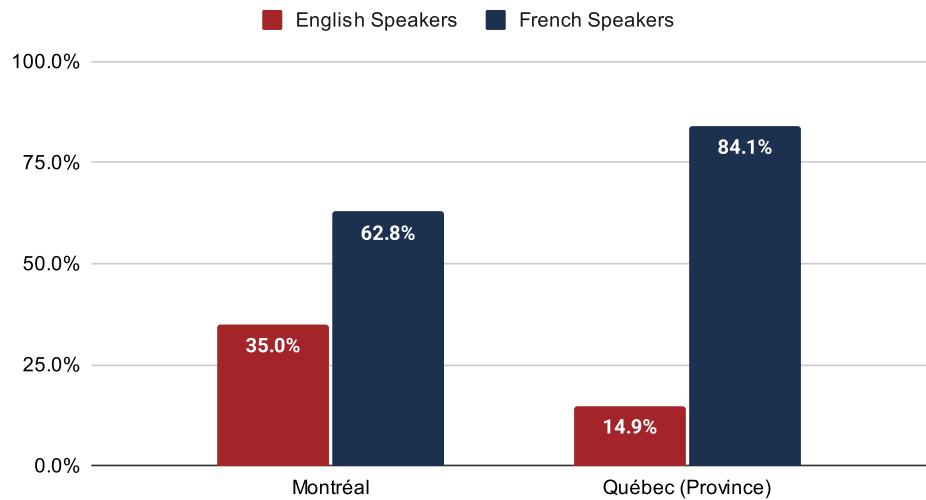


Table 1: Total Population of Montréal

	English Speakers	French Speakers
Montréal	692,110	1,243,480
Québec (Province)	1,253,578	7,074,328

⁸ Total population data is based on the population estimates of all private households that are derived from the 100% sample from the 2021 Census. All other data in this profile, including subsequent population data, is derived from 25% sample data from the 2021 Census.

Population - Age Structure

Among English speakers, the largest population share is the 25-34 age group (6%). The same is also observed among French speakers, where individuals aged 25-34 have the highest population share (10.3%).

Table 2.a: Age Structure of Montréal’s English-Speaking Population

English Speakers							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Montréal	35.1%	4.8%	6.0%	5.1%	4.6%	4.4%	5.2%
Québec (Province)	14.9%	1.9%	2.3%	2.2%	2.0%	1.9%	2.2%

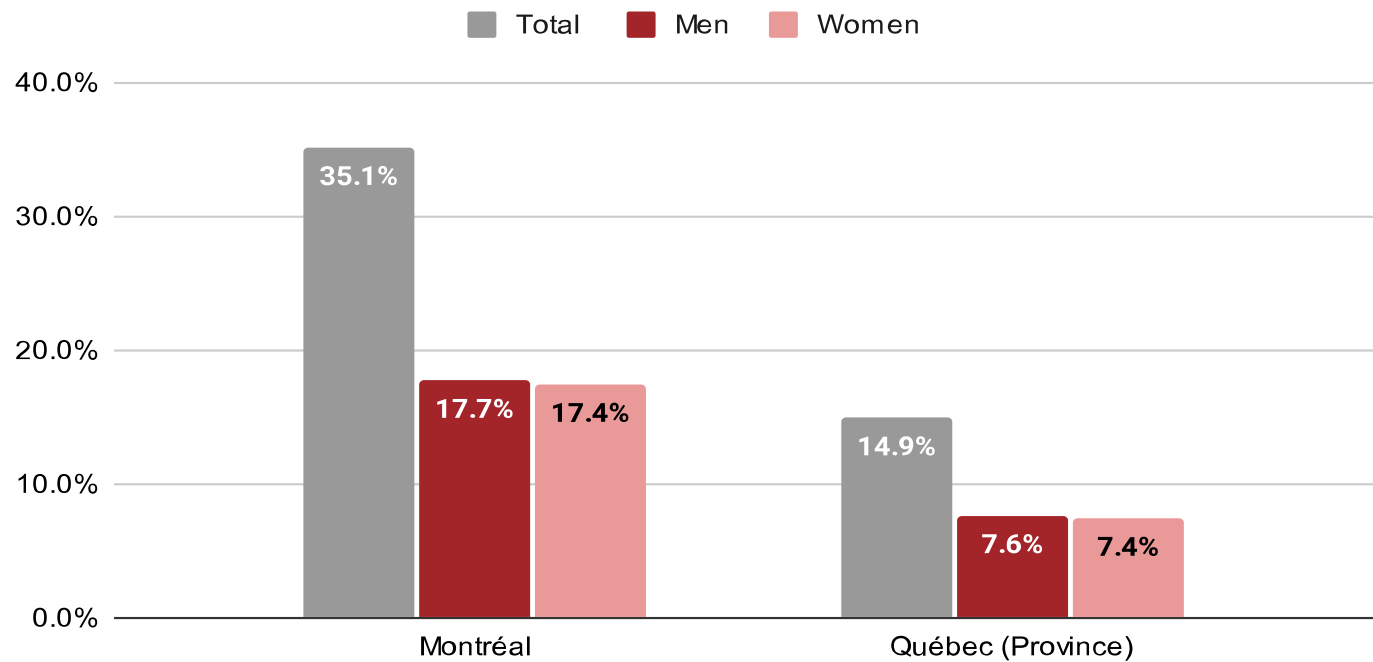
Table 2.b: Age Structure of Montréal’s French-Speaking Population

French Speakers							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Montréal	62.7%	7.2%	10.3%	9.5%	7.7%	7.6%	10.0%
Québec (Province)	84.1%	8.7%	10.4%	11.2%	10.3%	12.7%	16.7%

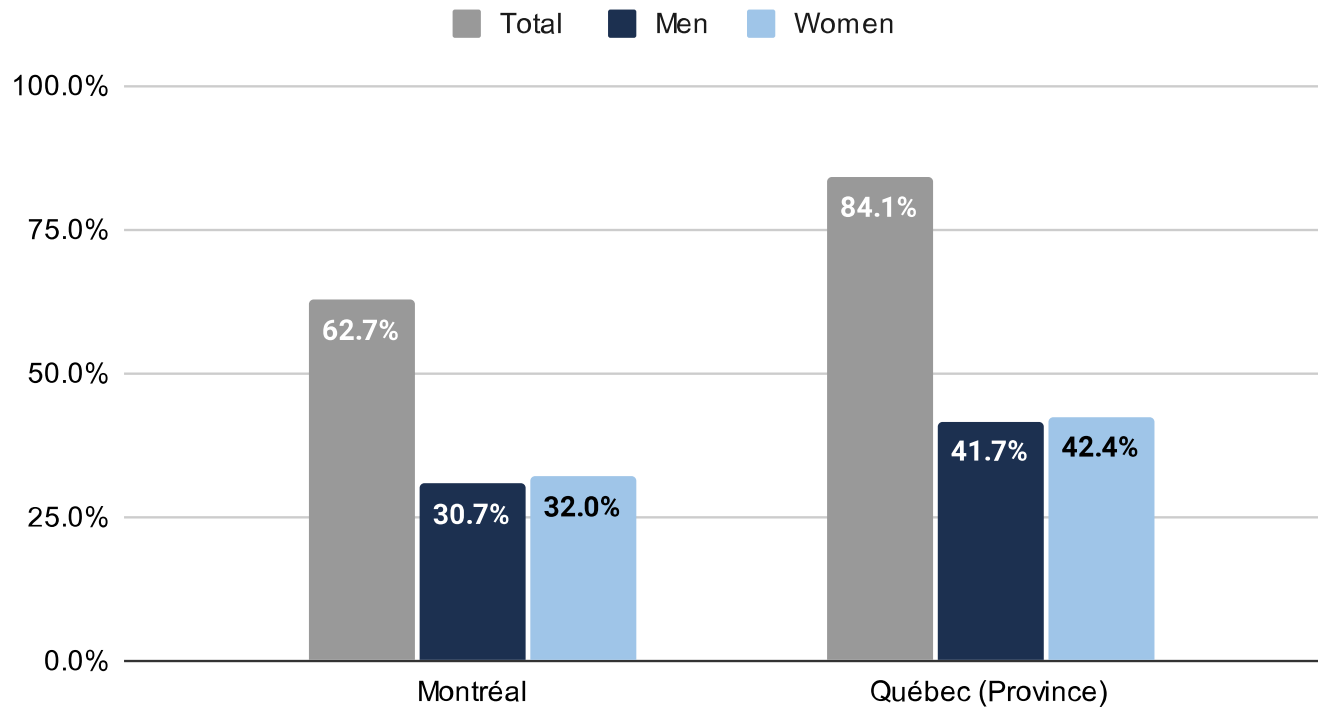
Population - Gender Structure

Both men and women occupy similar shares of the population among English speakers in Montréal. English-speaking women represent 17.4% of Montréal's population compared to English-speaking men, who represent 17.7%. Among French speakers, women represent 32% of the population, while men represent 30.7%.

Graph 2.a: Gender Structure of Montréal's English Speakers



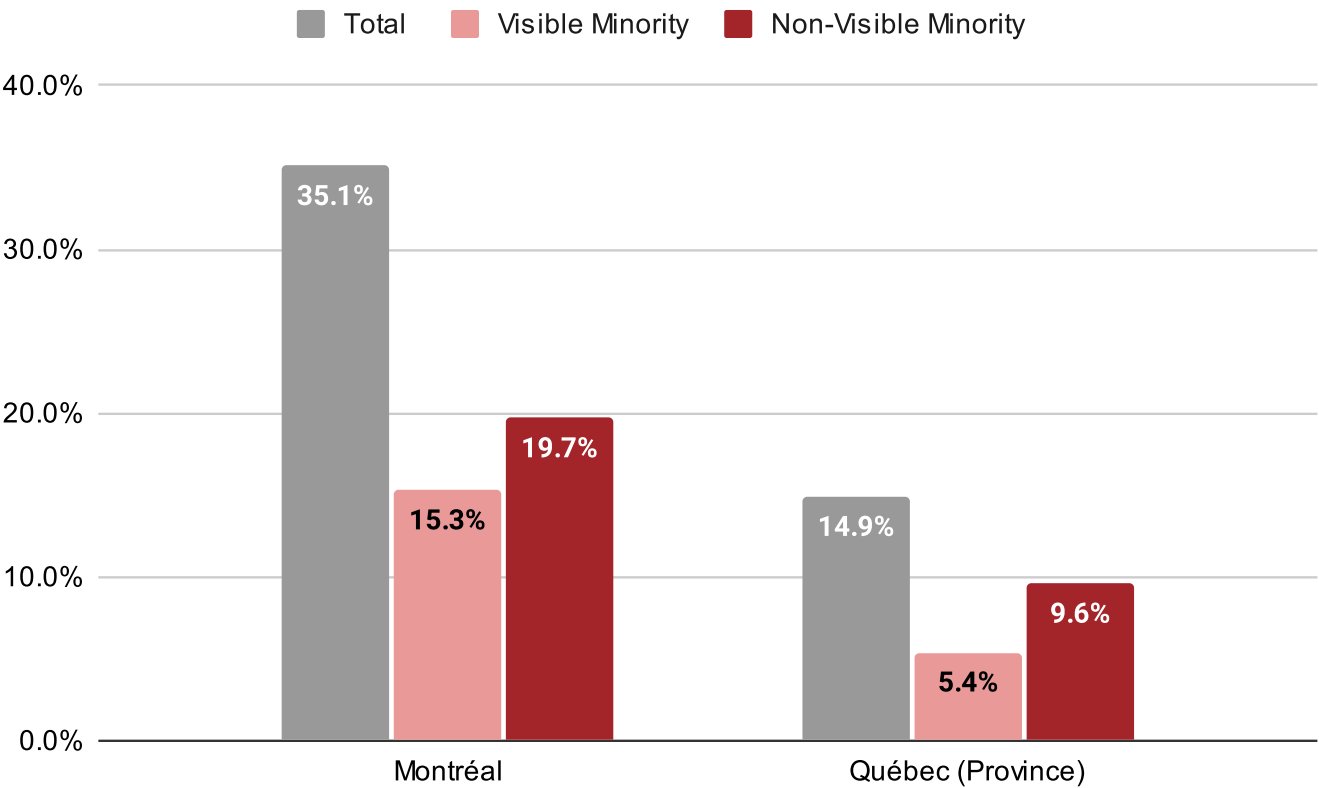
Graph 2.b: Gender Structure of Montréal's French Speakers



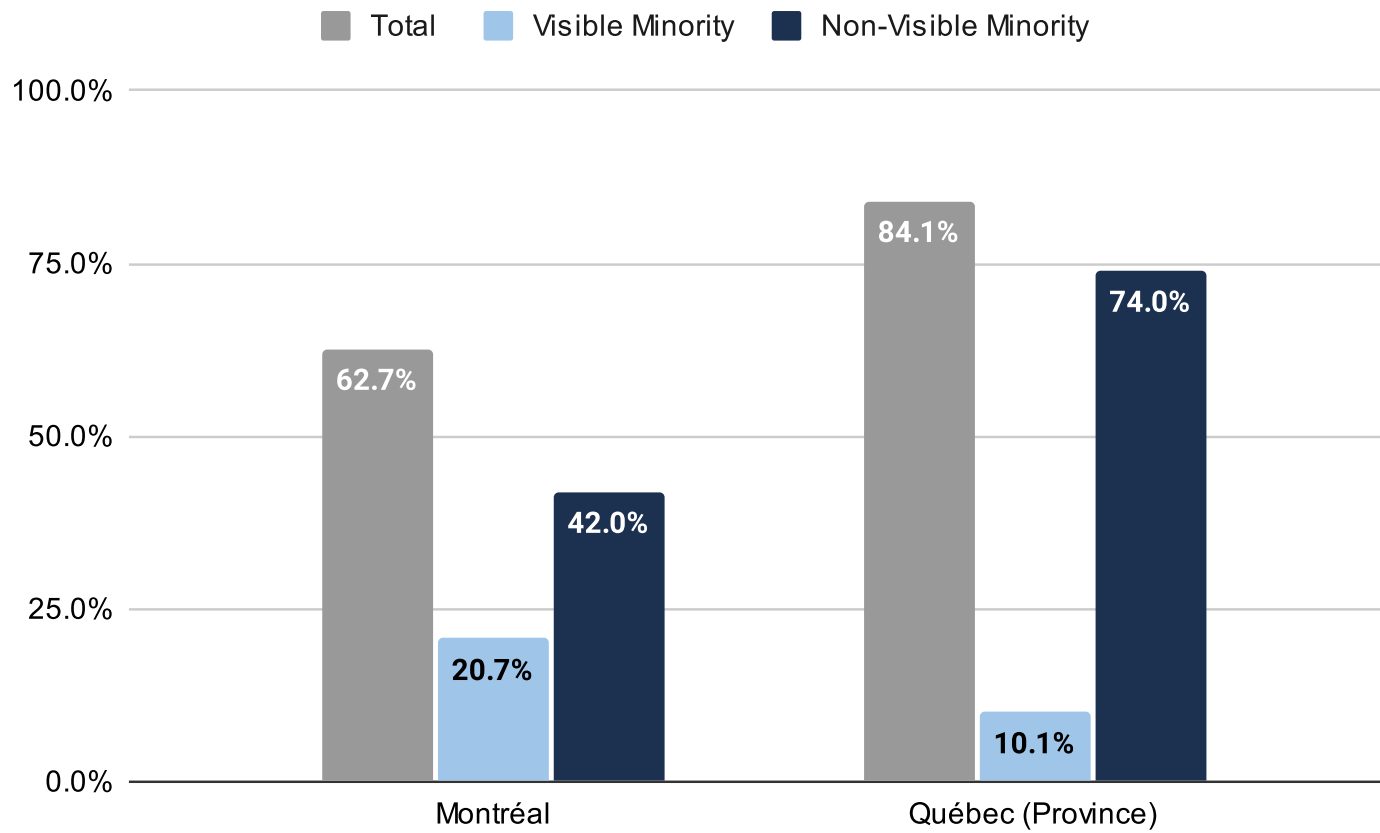
Population - Visible Minorities

English-speaking visible minorities represent 43.7% of the region’s English-speaking population and 15.3% of the total population in the region; this is significantly higher than the share of English-speaking visible minorities at the provincial level (5.4%). Among French speakers, visible minorities make up 33% of the French-speaking population and 20.7% of the total population.

Graph 3.a: Visible Minority Structure of Montréal’s English Speakers



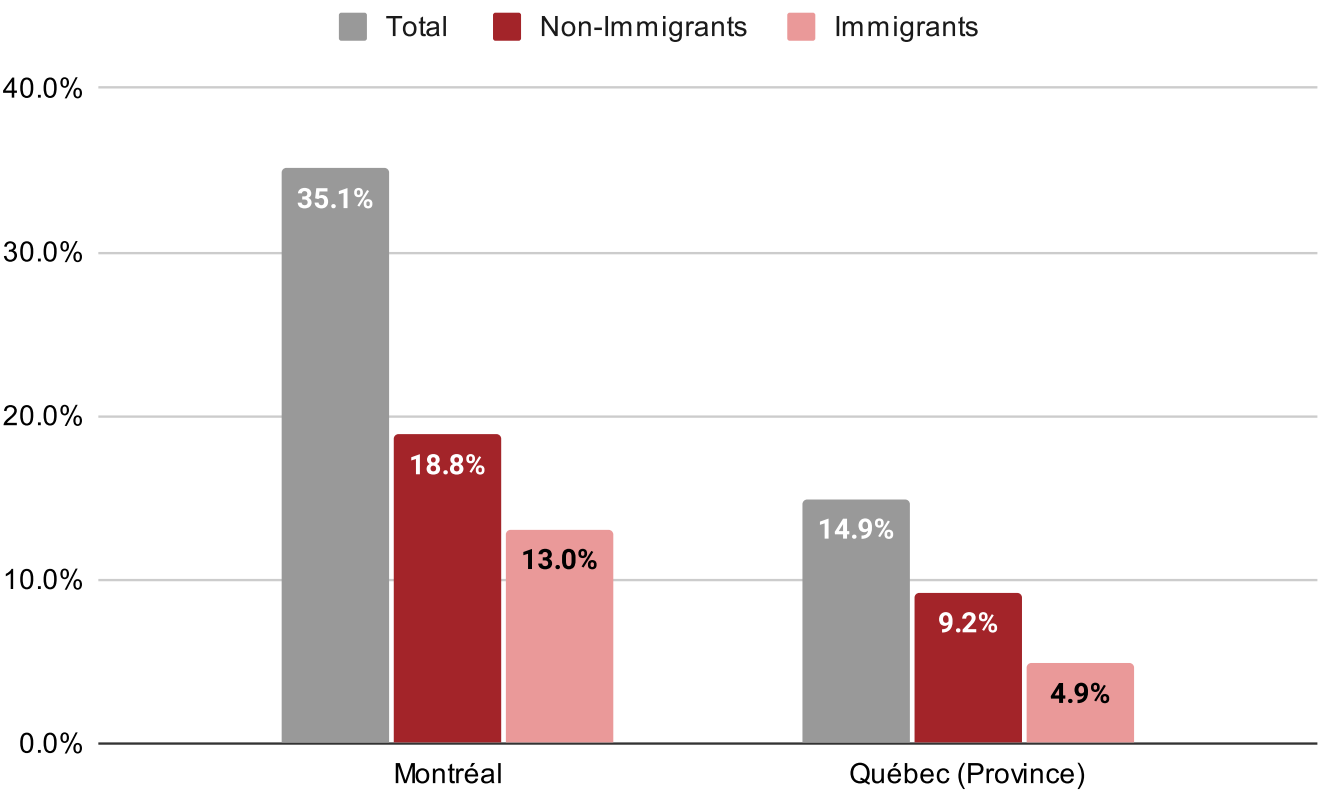
Graph 3.b: Visible Minority Structure of Montréal's French Speakers



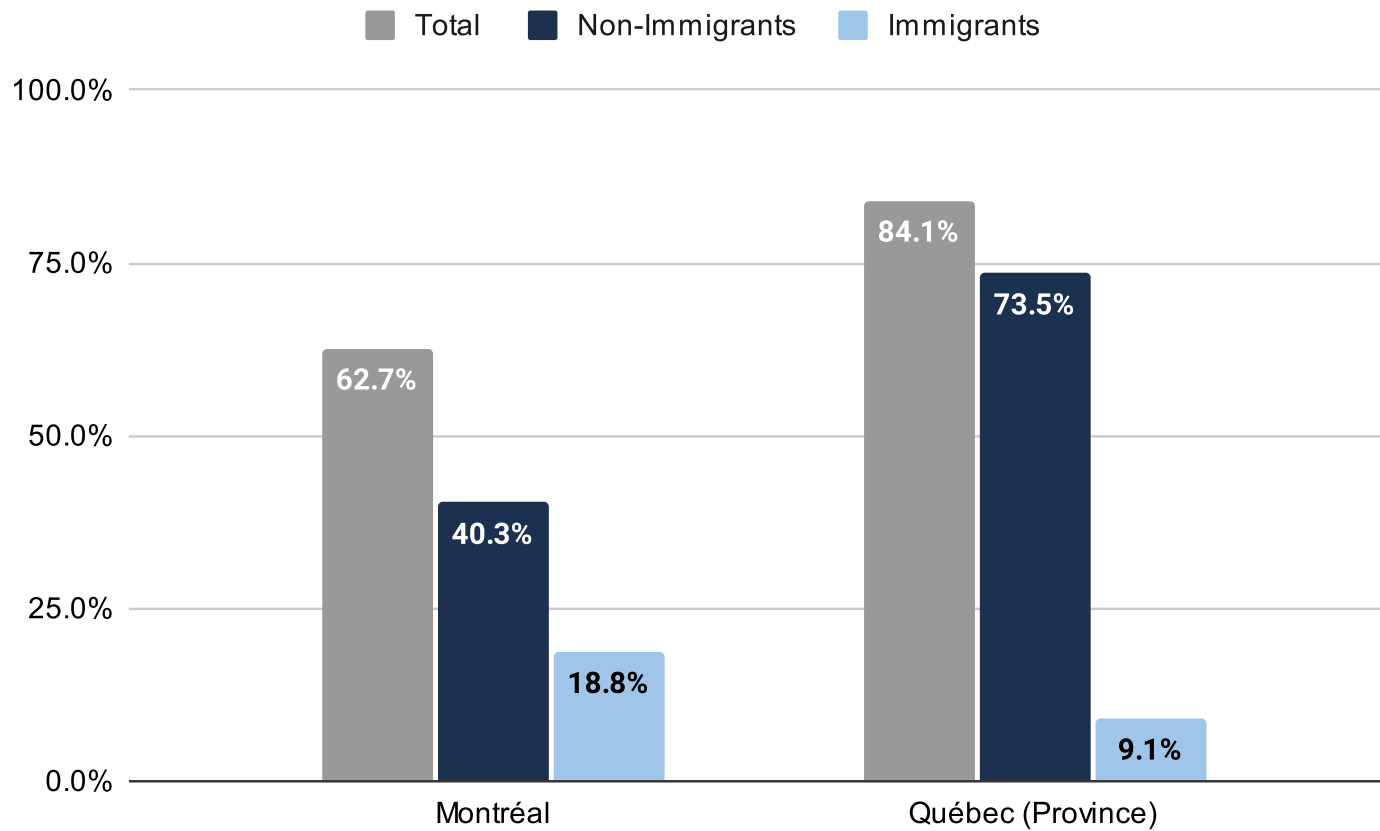
Population - Immigrant Status

English-speaking immigrants represent 37.2% of the region’s English-speaking population and 13% of the total population in the region. Among French speakers, immigrants make up 29.9% of the French-speaking population and 18.8% of the total population.

Graph 4.a: Immigrant Structure of Montréal’s English Speakers



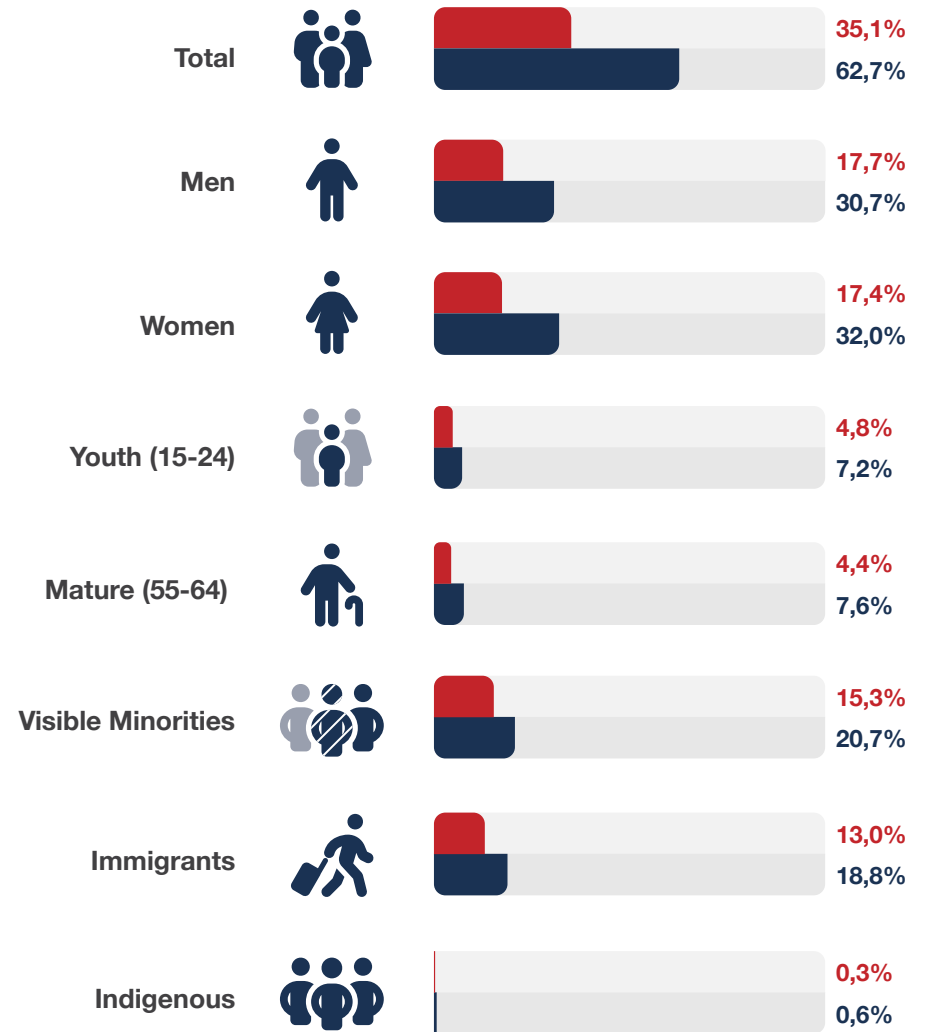
Graph 4.b: Immigrant Structure of Montréal's French Speakers



Summary of Share of Total Population for English and French Speakers in Montréal

Share of Total Population⁹

Montréal



English Speakers French Speakers

⁹ The population data in this summary table is comprised solely of 25% sample data. Please see the Total Population section above for 100% sample data for the region's entire population.



Section 2

Economic Background

Economic Background

Montréal is designated as an urban region and has the largest population and economy among all the regions in the province. It has a high level of urbanization, which has strongly influenced its economic structure.¹⁰ The region's economy is mostly composed of the service sector.

The services sector is highly diversified with prominent industries such as finance and insurance, real estate and rental services, professional services, aerospace, retail, health care, social assistance, education and tourism.¹¹

Major projects in the region include the Réseau express métropolitain (REM), an extension of the existing transportation network valued at \$6.9 billion.¹² Other notable projects include the Royalmount commercial development, the redevelopment plan for Parc Jean-Drapeau, the modernization of Hôpital Maisonneuve-Rosemont and the deconstruction of the old Champlain Bridge. Some sectors in the region's economy, like the tourism industry, have also regained some strength following the pandemic, and there is an expected increase in demand for rental and real estate services in the region.

In 2022, the manufacturing sector accounted for 9.9% of jobs in the region, compared to 11.4% at the provincial level.¹³ Over 93% of jobs in Montréal's manufacturing sector involved the production of consumer goods and complex manufacturing, compared to 80% at the provincial level.

Montréal produces the largest portion of Québec's economic revenue. In 2020, Montréal's gross domestic product (GDP) amounted to \$145.6 billion, roughly 34.8% of the total GDP of Québec.¹⁴ Montréal's GDP per capita was \$70,265, which is the 3rd highest GDP per capita among all of Québec's regions.

¹⁰ Hamelin, F. (2022). *Portrait économique des régions du Québec*. Ministère de l'Économie, de l'Innovation et de l'Énergie. https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf
Ministère de l'Économie, de l'Innovation et de l'Énergie. (2022, May 11). *Structure économique*. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/montreal/portrait-regional/structure-economique>

¹¹ Routhier, C. (2021, December 6). *Études régionales: Région administrative de Montréal*. Desjardins. <https://www.desjardins.com/content/dam/pdf/fr/particuliers/epargne-placements/etudes-economiques/region-administrative-montreal.pdf>

¹² Routhier, C. (2021, December 6). *Études régionales: Région administrative de Montréal*. Desjardins. <https://www.desjardins.com/content/dam/pdf/fr/particuliers/epargne-placements/etudes-economiques/region-administrative-montreal.pdf>

¹³ Ministère de l'Économie, de l'Innovation et de l'Énergie. (2022, May 11). *Structure économique*. Québec. <https://www.economie.gouv.qc.ca/pages-regionales/montreal/portrait-regional/structure-economique>

¹⁴ Hamelin, F. (2022). *Portrait économique des régions du Québec*. Ministère de l'Économie, de l'Innovation et de l'Énergie. https://www.economie.gouv.qc.ca/fileadmin/contenu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf

In 2020, the region had an economic development index¹⁵ of 104.6, the highest among the regions. Its labour productivity index¹⁶ was 104.1, scoring 71.4 on Québec's industrial diversity index.¹⁷

Table 3: Economic Performance Indicators of Montréal

Economic Indicators ¹⁸ (Montréal)	Number	Rank Among Regions (out of 17)
Economic Development Index (2020)	104.6	1 st
Gross Domestic Product (2020)	\$145.6 (Billions)	1 st
GDP per capita (2020)	\$70,265	3 rd
Labour Productivity Index (2020)	104.1	5 th
Industrial Diversity Index (2021)	71.4	2 nd

¹⁵ The economic development index reflects the economic reality of the regions according to four themes: demographics, the labour market, income and education. An index greater than 100 indicates that the region has a level of economic development higher than the Québec average. The economic development index is compiled by the Ministry of Economy, Innovation and Energy.

¹⁶ Gross Domestic Product (Nominal) per hour worked is used to measure labour productivity. An index greater than 100 indicates that the region has higher labour productivity than the Québec average. The labour productivity index is compiled by the Ministry of Economy, Innovation and Energy.

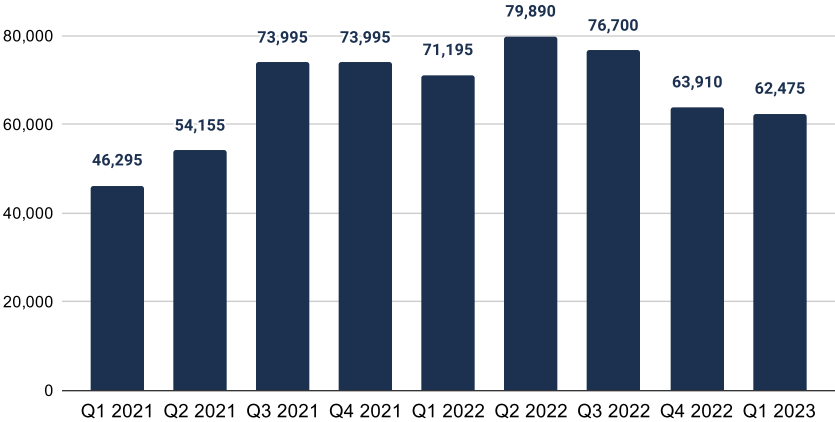
¹⁷ The industry diversity index measures the similarity between the industrial structure of the region and that of Québec as a whole. The closer an index is to 100, the more similar the region's industrial structure is to that of the province (highly diversified). Conversely, the closer an index is to 0, the more the region's structure differs from that of Québec. The industrial diversity index is compiled by the Ministry of Economy, Innovation and Energy.

¹⁸ Hamelin, F. (2022). *Portrait économique des régions du Québec*. Ministère de l'Économie, de l'Innovation et de l'Énergie. https://www.economie.gouv.qc.ca/fileadmin/contentu/documents_soutien/regions/portraits_regionaux/PERQ_2022.pdf

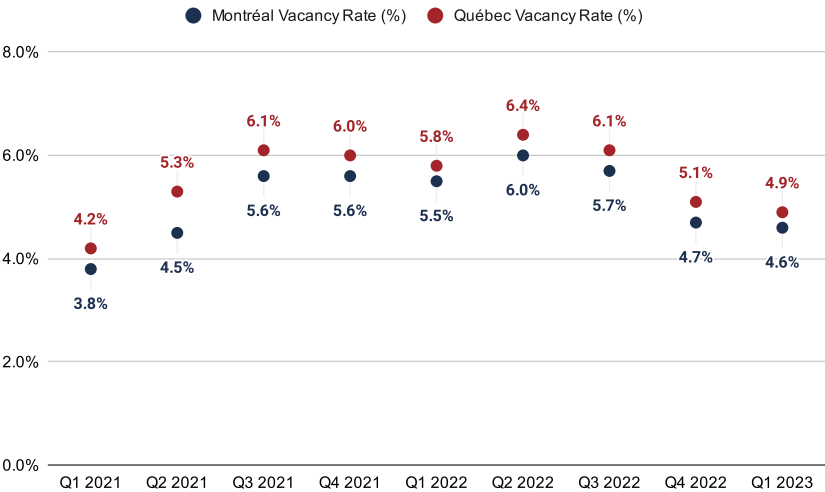
JOB VACANCY

Quarterly vacancy numbers,¹⁹ for Montréal were 46,295 in the first quarter of 2021. In the 1st quarter of 2023, Montréal had 62,475 vacant positions. This is higher than pre-pandemic vacancy numbers, where Montréal had 48,505 vacancies in Q4 of 2020.

Graph 5.a: Total Job Vacancies in Montréal (Quarterly)²⁰



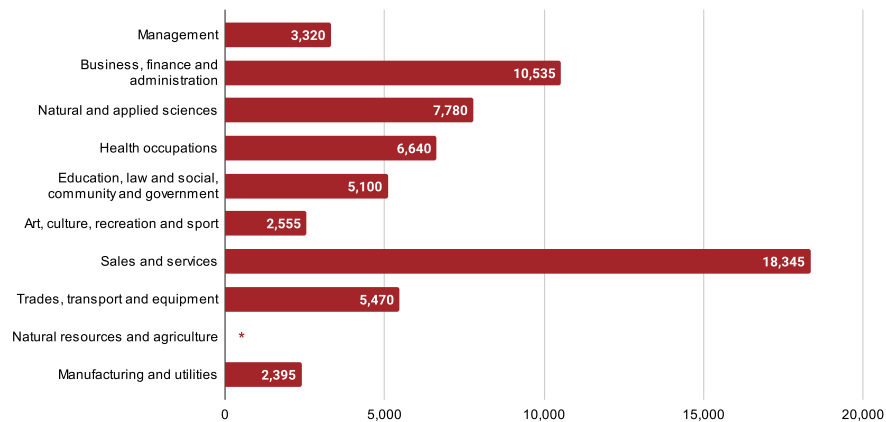
Graph 5.b: Job Vacancy Rate of Montréal by Industry (Quarterly)



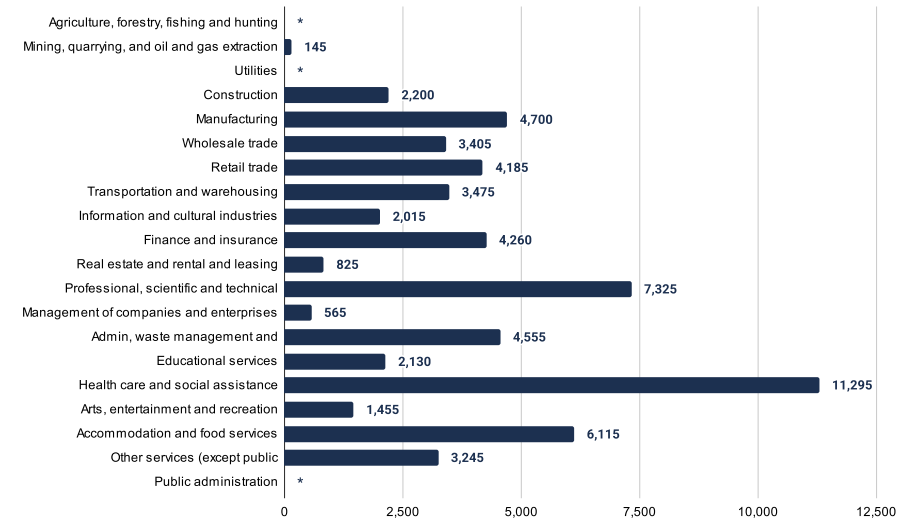
In the 1st quarter of 2023, Montréal had a vacancy rate of 4.6%, lower than the provincial vacancy rate of 4.9%.

¹⁹ According to Statistics Canada, job vacancy rate is the number of job vacancies expressed as a percentage of labour demand (all occupied and vacant jobs).
²⁰ Statistics Canada. (2023, June 20). 14-10-0325-01 Job vacancies, payroll employees, job vacancy rate, and average offered hourly wage by provinces and territories, quarterly, unadjusted for seasonality [Data Table]. <https://doi.org/10.25318/1410032501-eng>

Graph 6.a: Total Job Vacancies in Montréal by Occupation Level (Q1 2023) ²²



Graph 6.b: Total Job Vacancies in Montréal by industry (Q1 2023) ²¹



Job vacancy data for Q1 2023 shows that ‘Sales and services’ occupations lead with 18,345 vacancies. This is followed by ‘Business and finance’ occupations with 10,535 vacancies and ‘Natural and applied sciences’ occupations rank third with slightly over 7,780 vacancies. This is compared to provincial vacancies, where ‘Sales and services’ occupations have the most vacancies (57,455), followed by ‘Trades and transport’ occupations (29,320), then ‘Health’ occupations (25,755).

When job vacancies are sorted by industry, the ‘Health care and social assistance’ industry has the most vacancies (11,295), followed by ‘Professional, scientific and technical services’ (7,325) and ‘Accommodation and food services’ (6,115). As a comparison, at the provincial level, the ‘Health care and social assistance’ industry leads with 40,530 vacancies, followed by ‘Manufacturing’ (22,695) and then ‘Retail trade’ (21,110).

²¹ Some data do not appear in the graphs for certain occupations and industries. This is due to two reasons: 1) The data is deemed too unreliable to be published by Statistics Canada, and 2) The data is suppressed to meet the confidentiality requirements of the Statistics Act. The occupations and industries that are affected by these limitations are presented with an asterisk in the graphs.

²² Statistics Canada. (2023, September 19). *Table 14-10-0356-01 Job vacancies and average offered hourly wage by occupation (broad occupational category), quarterly, unadjusted for seasonality* [Data Table]. <https://doi.org/10.25318/1410035601-eng>



Section 3

Labour Force

Labour Force

Labour force participation is an important metric for understanding the levels of activity of individuals and communities in the labour market.

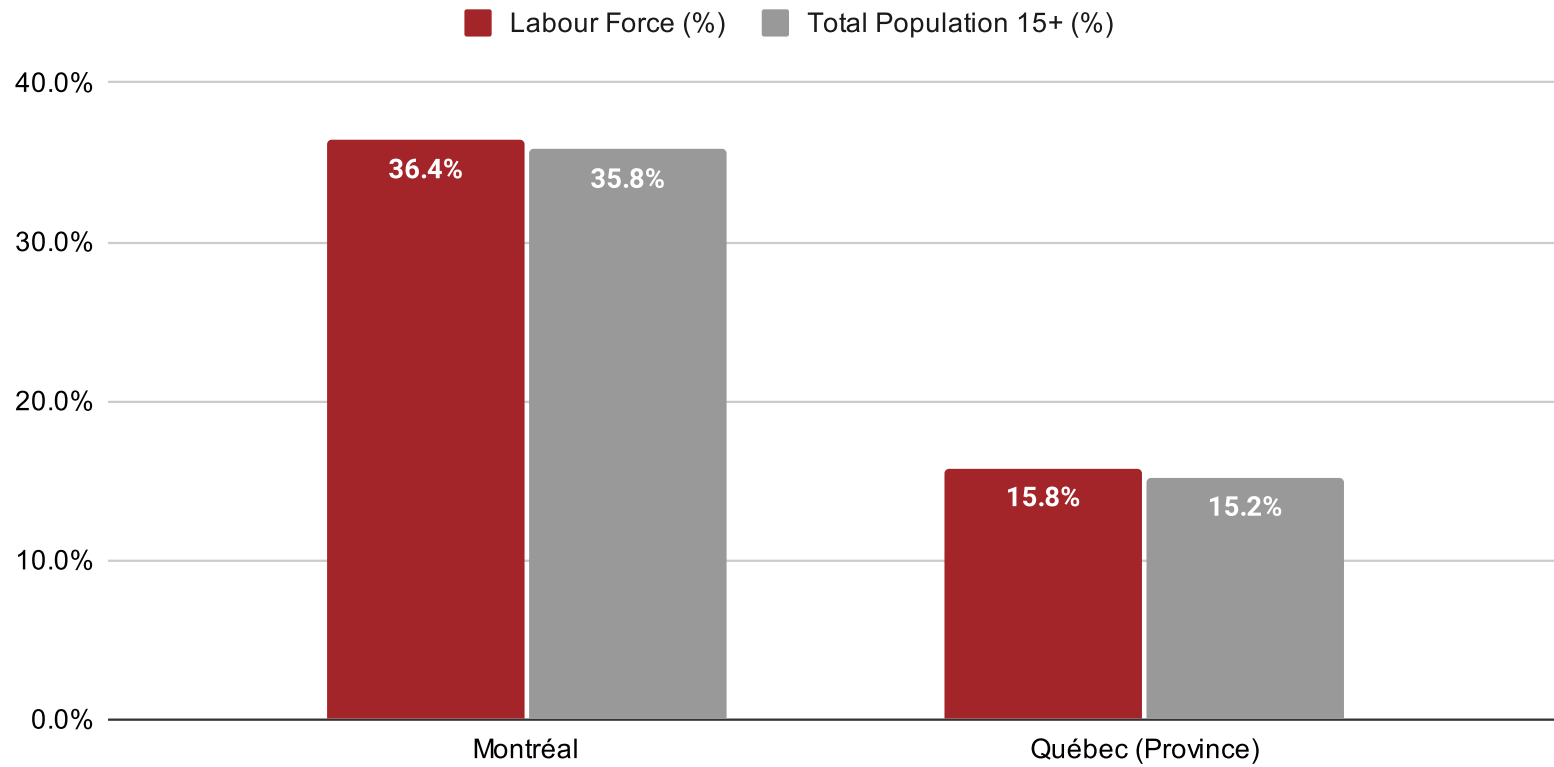
However, several factors must be considered when looking at labour force participation figures, including:

- 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

TOTAL LABOUR FORCE

There are 1,081,635 individuals in Montréal's labour force, an increase from 1,019,360 in the 2016 Census. English speakers continue to occupy a significant share of Montréal's labour force (36.4%), slightly higher than their population share (35.8%). There are 679,710 French speakers in Montréal's labour market, making up 62.8% of the labour market.

Graph 7.a: Labour Force of Montréal's English Speakers



Graph 7.b: Labour Force of Montréal's French Speakers

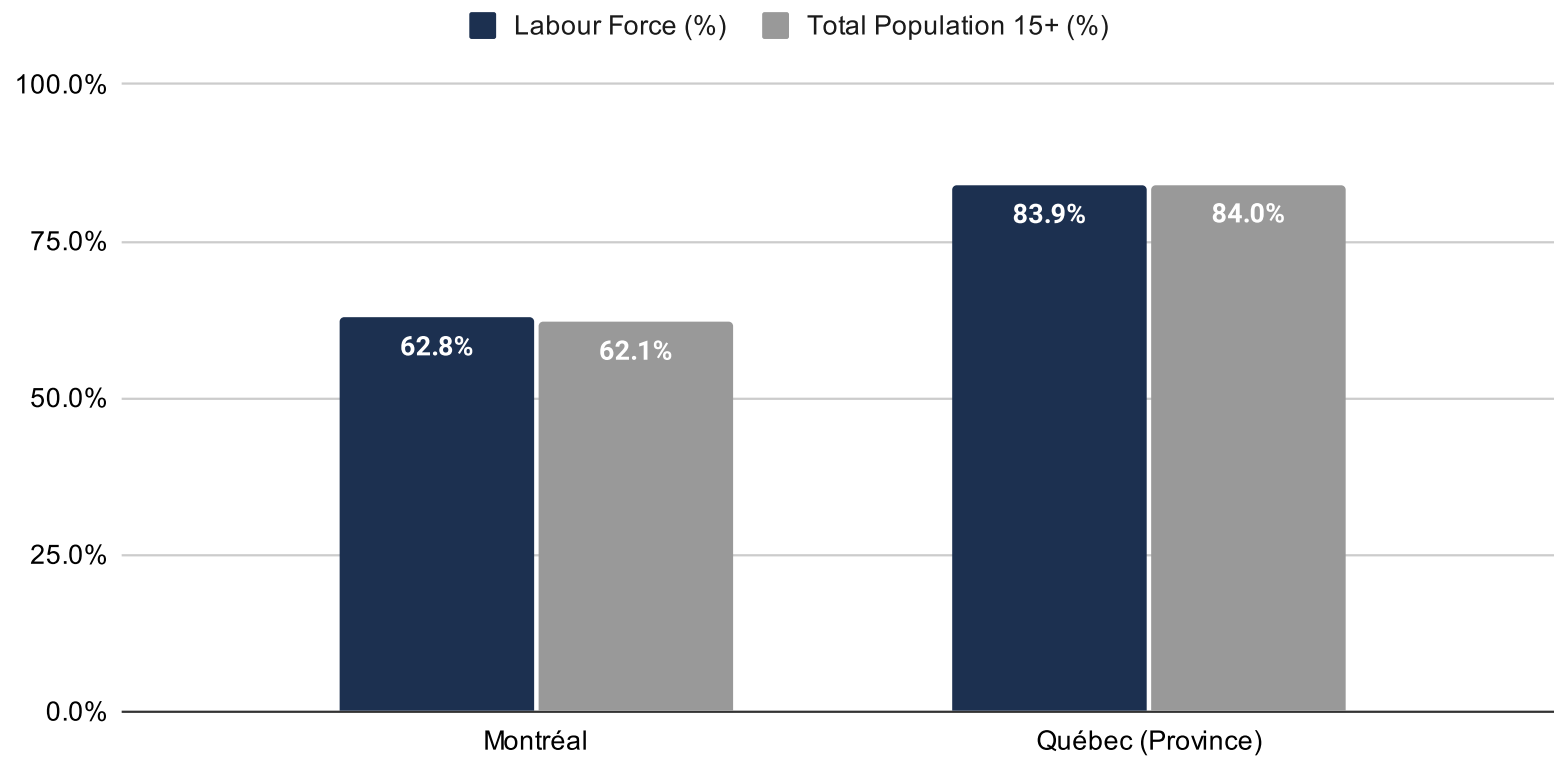


Table 4. Total Labour Force of Montréal

	English Speakers	French Speakers
Montréal	394,160	679,710
Québec (Province)	699,015	3,721,250

Labour Force - Age Structure

Youth aged 15-24 and senior workers 65+ tend to represent the smallest shares of the labour force for both linguistic communities. Among both English speakers and French speakers, workers aged 25-34 have the largest share of the labour force.

Table 5.a: Age Structure of Montréal's English-Speaking Labour Force

Labour Force Share (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Montréal	36.4%	5.0%	9.1%	7.9%	7.0%	5.6%	1.9%
Québec (Province)	15.8%	2.1%	3.6%	3.6%	3.2%	2.5%	0.8%

Table 5.b: Age Structure of Montréal's French-Speaking Labour Force

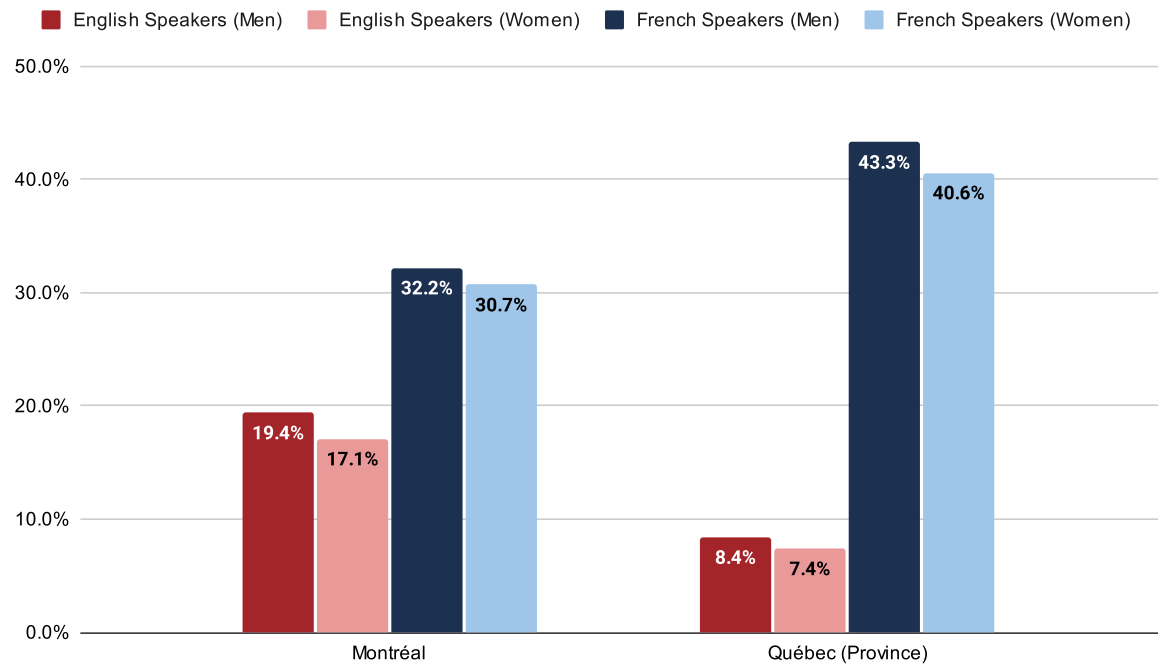
Labour Force Share (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Montréal	62.8%	7.5%	16.3%	15.1%	12.0%	9.3%	2.7%
Québec (Province)	83.9%	10.9%	17.2%	18.9%	17.1%	15.6%	4.2%

Labour Force - Gender Structure

Among both English and French speakers, women tend to have a lower labour force share than men in the region. This is the case in most regions and for the province as a whole.

Whereas English-speaking men make up 19.4% of the labour force, English-speaking women make up 17.1% of the labour force. A similar trend is observed among French speakers, where men represent 32.2% of the region's labour force, and women represent 30.7%.

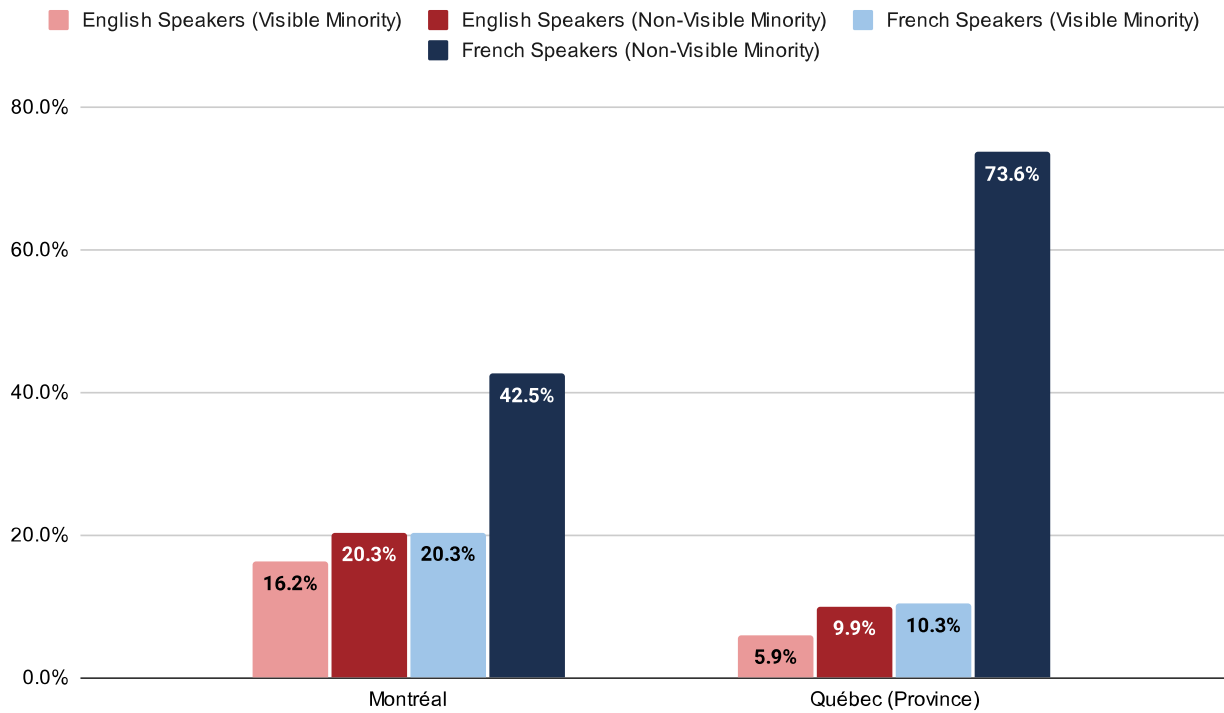
Graph 8: Gender Structure of Montréal's Labour Force



Labour Force - Visible Minorities

English-speaking visible minorities represent 16.2% of the total labour force in the region. Among French speakers, visible minorities make up 20.3% of the total labour force.

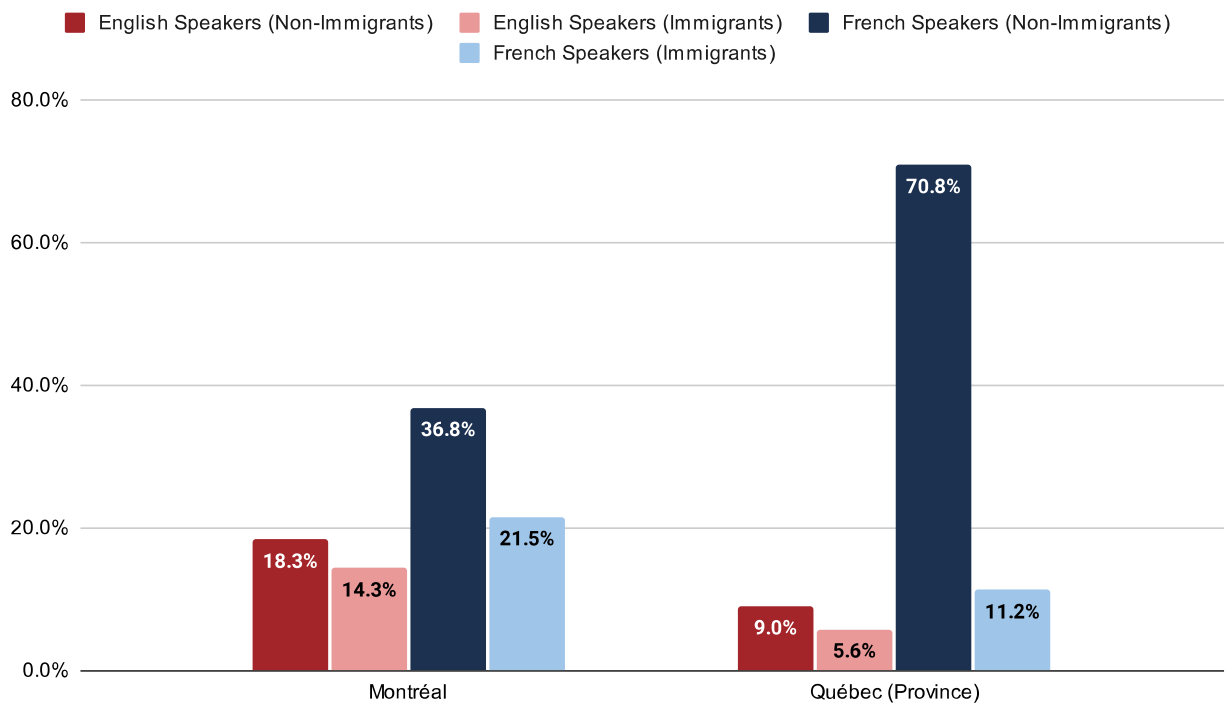
Graph 9: Visible Minority Structure of Montréal’s Labour Force



Labour Force - Immigrant Status

English-speaking immigrants represent 14.3% of the total labour force in the region. French-speaking immigrants make up 21.5% of the total labour force.

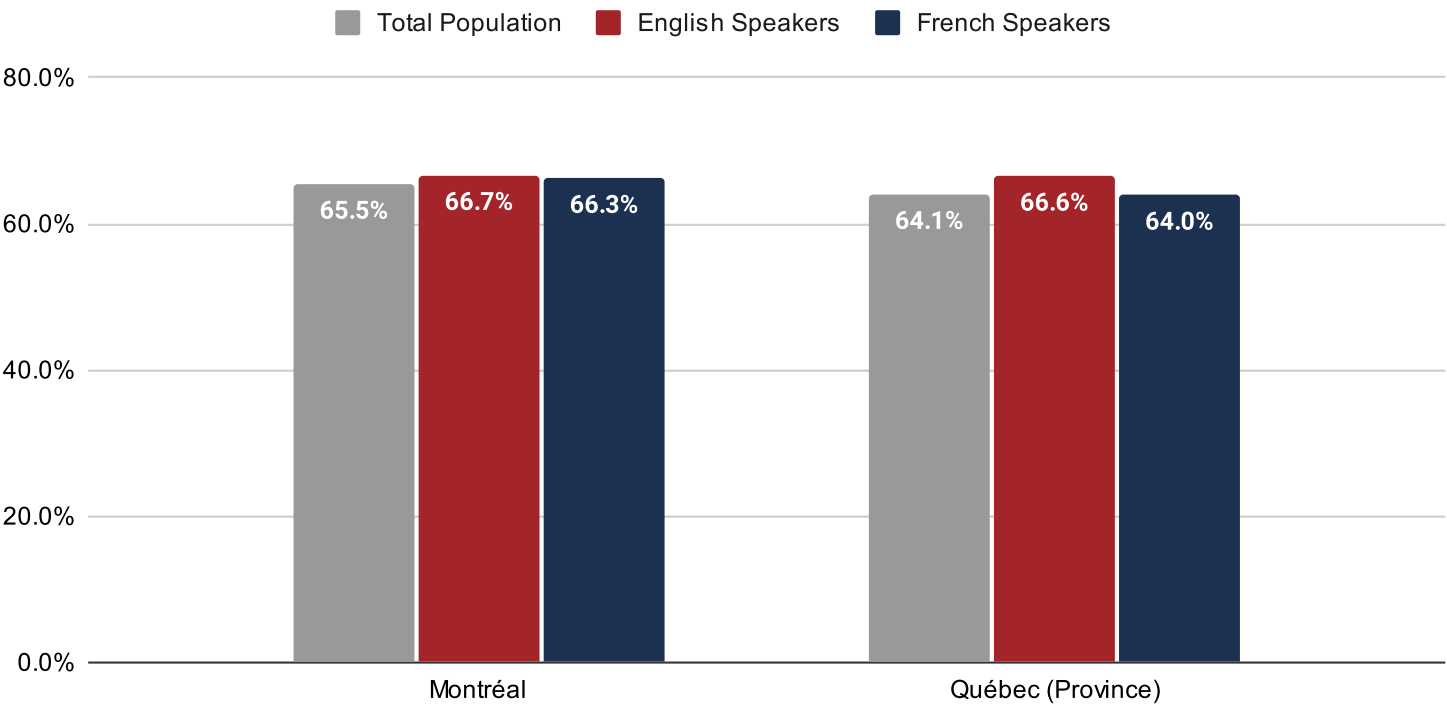
Graph 10: Immigrant Structure of Montréal's Labour Force



LABOUR FORCE PARTICIPATION RATE

Labour force participation is high among English speakers in Montréal at 66.7%. This is similar to French speakers, who have a labour force participation rate of 66.3%.

Graph 11: Labour Force Participation Rate of Montréal



Labour Force Participation - Age Structure

Within both linguistic communities in the region, youth aged 15-24 and mature workers aged 65+ tend to have the lowest labour force participation rates; a similar trend is observed at the provincial level. English-speaking youth aged 15-24 have a labour force participation rate of 57.5% in Montréal, which is similar to the labour force participation rate of French-speaking youth (57.7%).

Table 6.a: Age Structure of Montréal's Labour Force Participation Rate for English Speakers

Labour Force Participation Rate (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Montréal	66.7%	57.5%	83.6%	84.4%	83.6%	70.8%	19.8%
Québec (Province)	66.6%	57.7%	83.7%	85.3%	84.7%	70.0%	18.3%

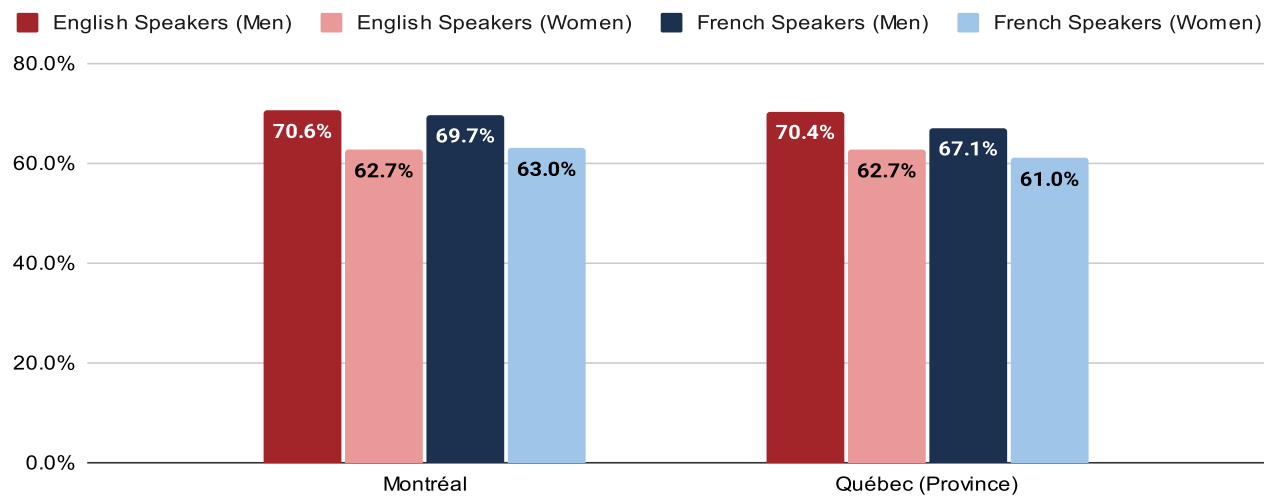
Table 6.b: Age Structure of Montréal's Labour Force Participation Rate for French Speakers

Labour Force Participation Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Montréal	66.3%	57.7%	87.0%	87.6%	86.1%	67.7%	14.6%
Québec (Province)	64.0%	67.1%	88.5%	90.3%	88.7%	65.2%	13.5%

Labour Force Participation - Gender Structure

Generally, men tend to have higher labour force participation rates than women in both linguistic groups. In Montréal, English-speaking men reported a labour force participation rate of 70.6%, which is higher than that of English-speaking women (62.7%).

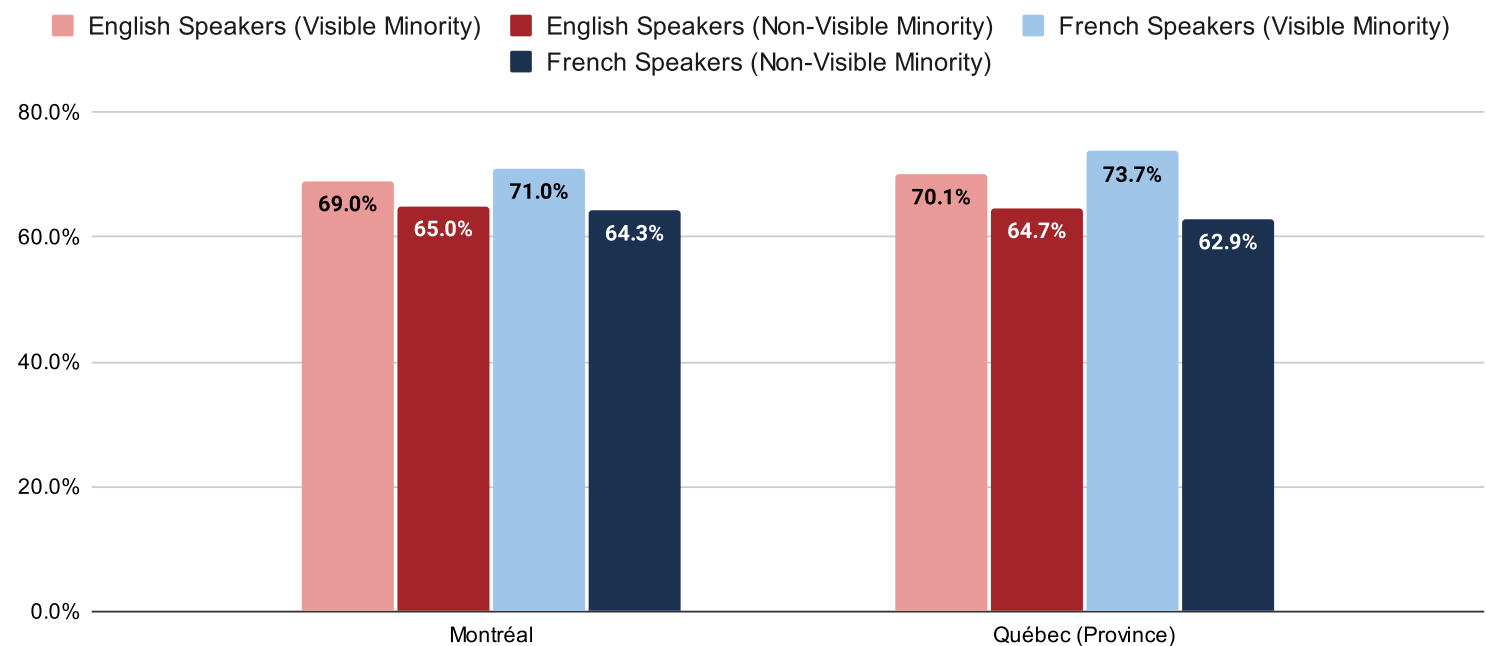
Graph 12: Gender Structure of Montréal's Labour Force Participation Rate



Labour Force Participation - Visible Minorities

Among English speakers and French speakers, visible minorities have higher participation rates than non-visible minorities. English-speaking visible minorities in Montréal have a labour force participation rate of 69%, compared to the provincial rate of 70.1% for English-speaking visible minorities.

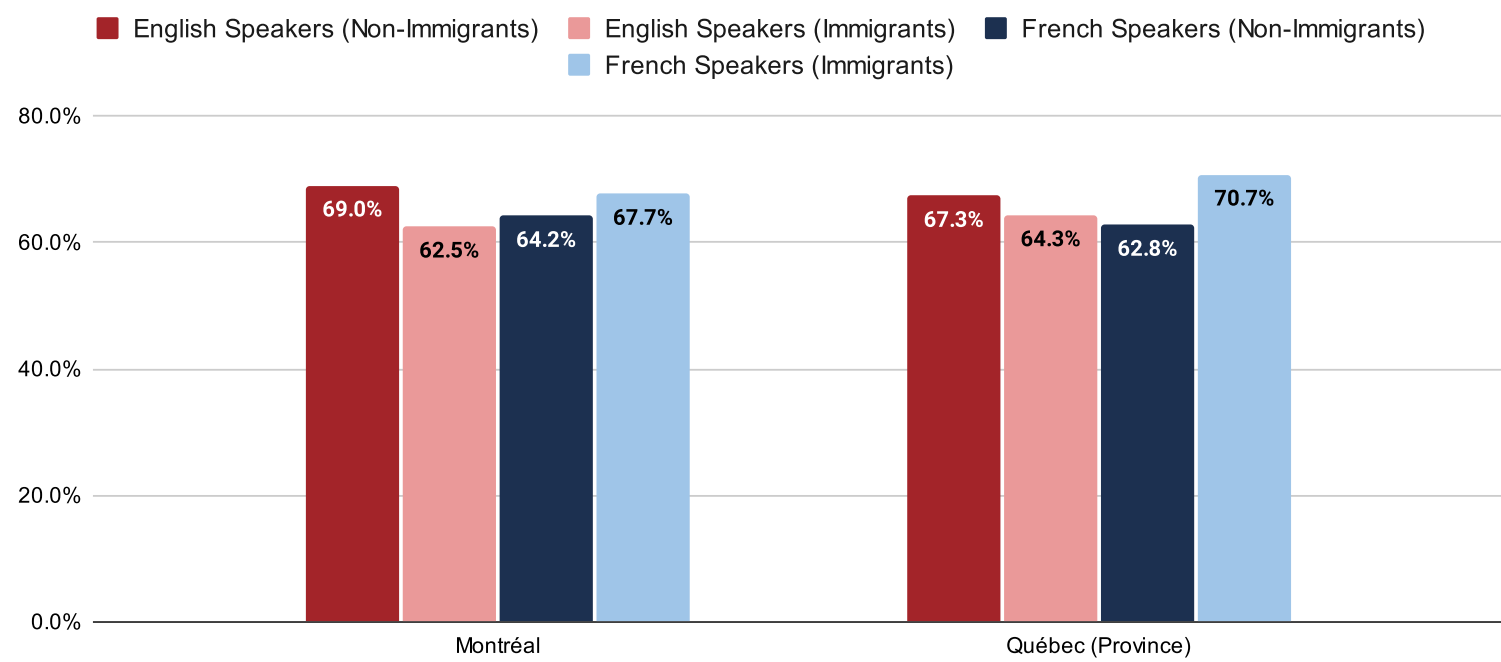
Graph 13: Visible Minority Structure of Montréal’s Labour Force Participation Rate



Labour Force Participation - Immigrant Status

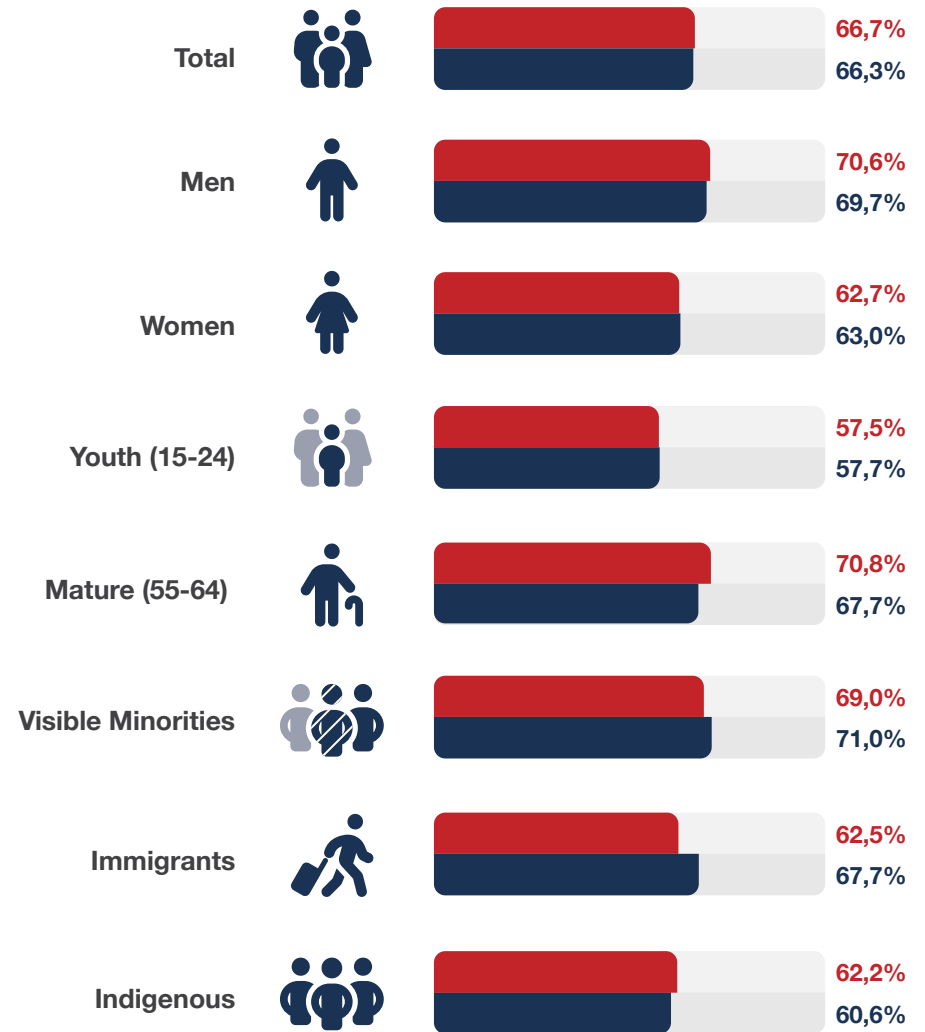
Among English speakers, English-speaking immigrants in the region have a lower participation rate (62.5%) compared to non-immigrants (69%). Whereas it is the inverse among French speakers, as French-speaking immigrants in the region have a higher participation rate (67.7%) than non-immigrant French speakers (64.2%).

Graph 14: Immigrant Structure of Montréal’s Labour Force Participation Rate

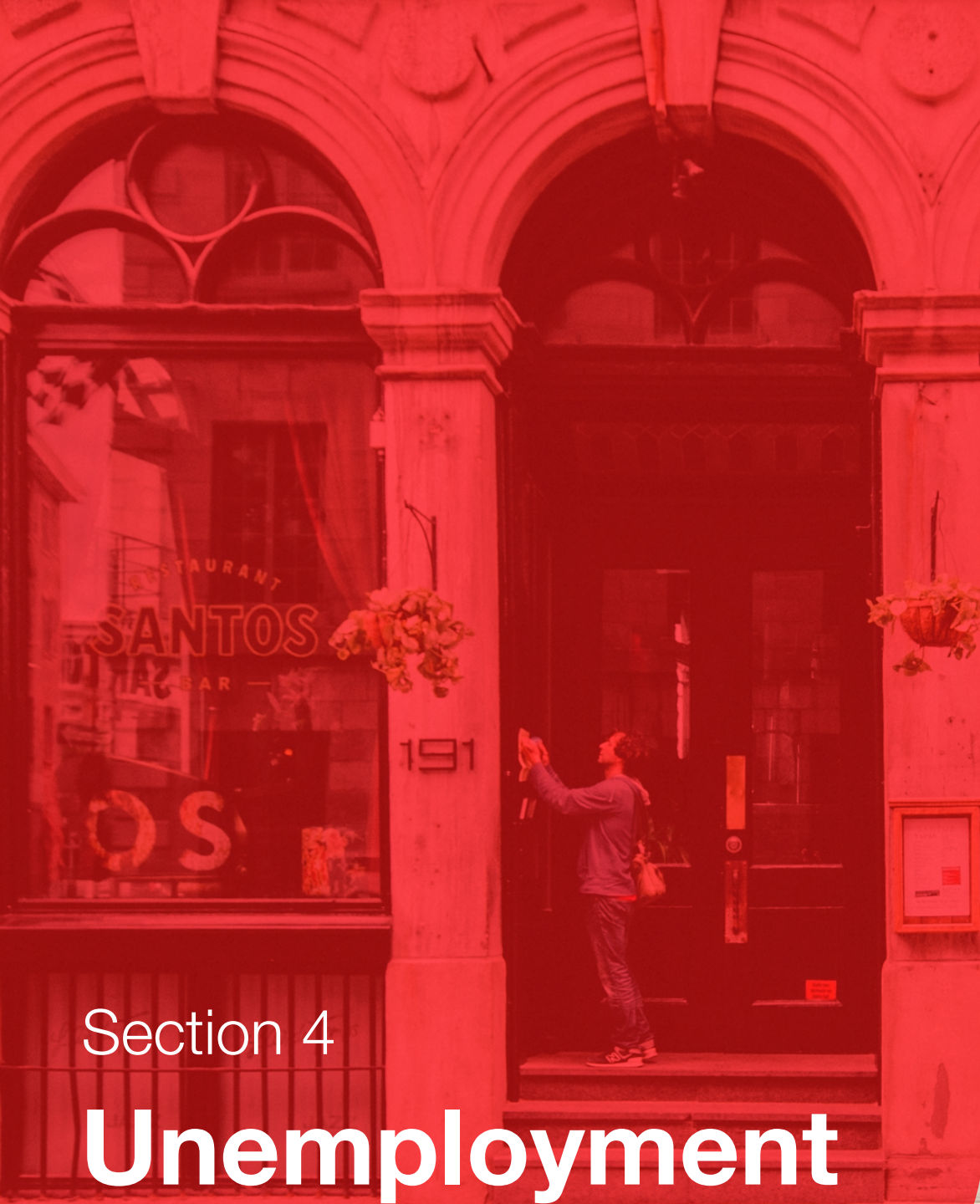


Summary of Labour Force Participation Rate for English and French Speakers in Montréal

Labour Force Participation Rate Montréal



English Speakers French Speakers



Section 4

Unemployment



Unemployment

Unemployment rate serves as an official measure of performance of the labour market and can shed light on the labour market inclusion, income, purchasing power and socio-economic well-being of communities. The unemployment rates in this section capture the work status of individuals at the time Census data was collected in May 2021.

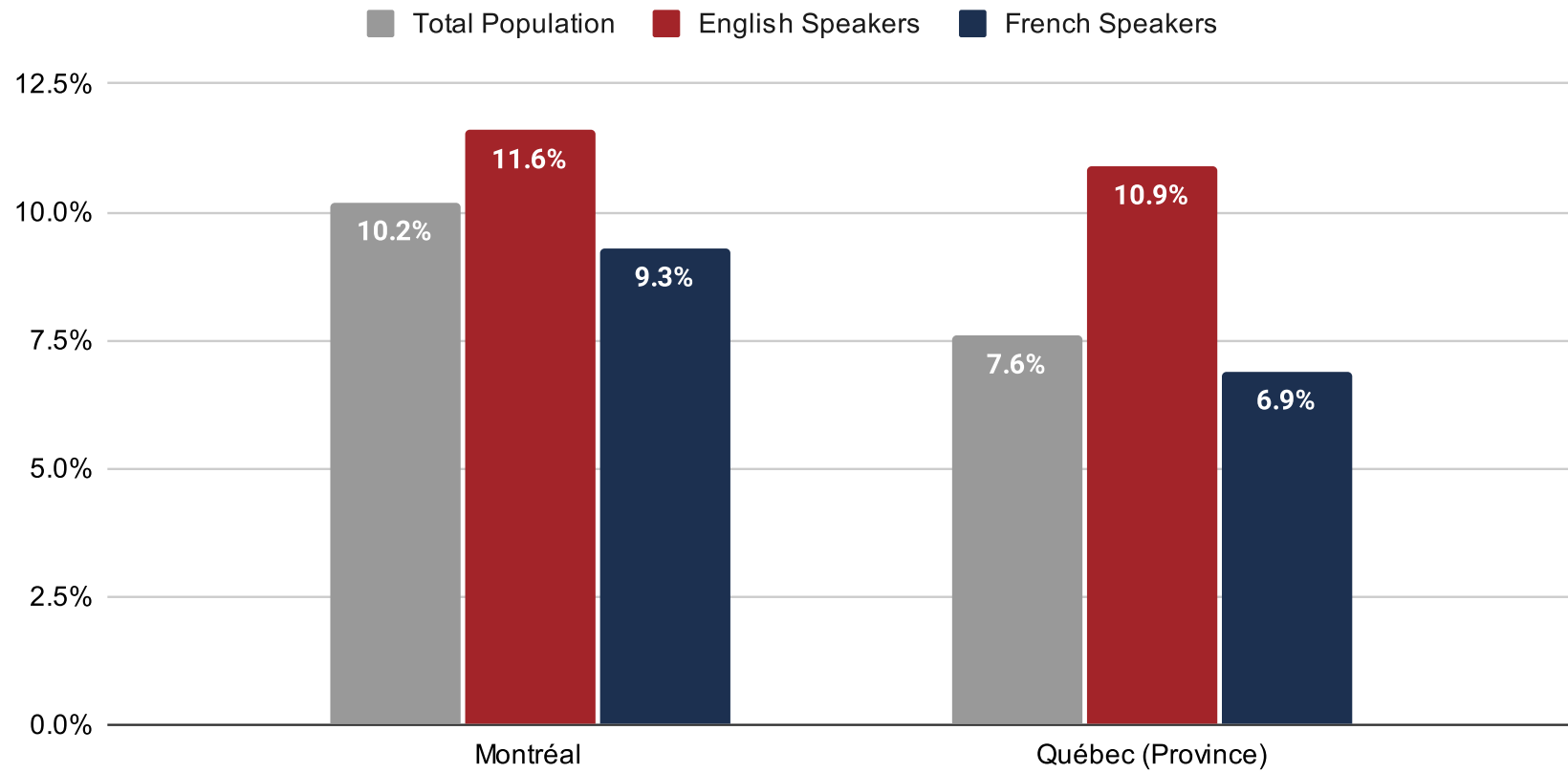
The unemployment rate, however, has its limitations. The unemployment rate does not capture:

- Those who work seasonal occupations and have less access to 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 experience

UNEMPLOYMENT RATE

Unemployment rates in Montréal are higher than those at the provincial level for both English and French speakers. Whereas English speakers have an unemployment rate of 10.9% at the provincial level, English speakers' unemployment rate is higher, at 11.6%, in Montréal. French speakers in the region have a lower unemployment rate (9.3%) than English speakers.

Graph 15: Unemployment Rate of Montréal



Who are the Unemployed English Speakers?

In the Montréal region, an estimated 45,638 English speakers were reported to be unemployed in May 2021 when the Census was conducted. Below are the main characteristics of these unemployed English speakers:

- There is a higher proportion of men than women in the unemployed English-speaking population in the region (53.2% compared to 46.8%)
- Under half of the unemployed group are immigrants (41.6%)
- A very small share identify as Indigenous (0.9%)
- Roughly half of the unemployed group are visible minorities (49.5%)
- Roughly two-thirds of the unemployed population had a postsecondary level education (62%)
- A majority of the unemployed English-speaking population reported having worked part-time previously before they were unemployed (58.7%)



Unemployment Rate - Age Structure

An age group comparison of unemployment rates in the linguistic communities shows that English speakers experience higher unemployment rates than French speakers in most age groups.

Among English speakers, individuals aged 45-54 experience the lowest regional unemployment rate (9.5%). This is also the case among French speakers; French speakers aged 45-54 as well as French speakers aged 35-44 experience an unemployment rate of 7.3%.

Youth aged 15-24 experience the highest regional unemployment rates, and English-speaking youth experience an unemployment rate of 18.4%, which is higher than that of French-speaking youth (16.7%).

Table 7.a: Age Structure of Montréal's Unemployment Rate for English Speakers

Unemployment Rate (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Montréal	11.6%	18.4%	10.9%	10.0%	9.5%	11.2%	12.1%
Québec (Province)	10.9%	17.4%	10.6%	9.0%	8.6%	10.8%	12.7%

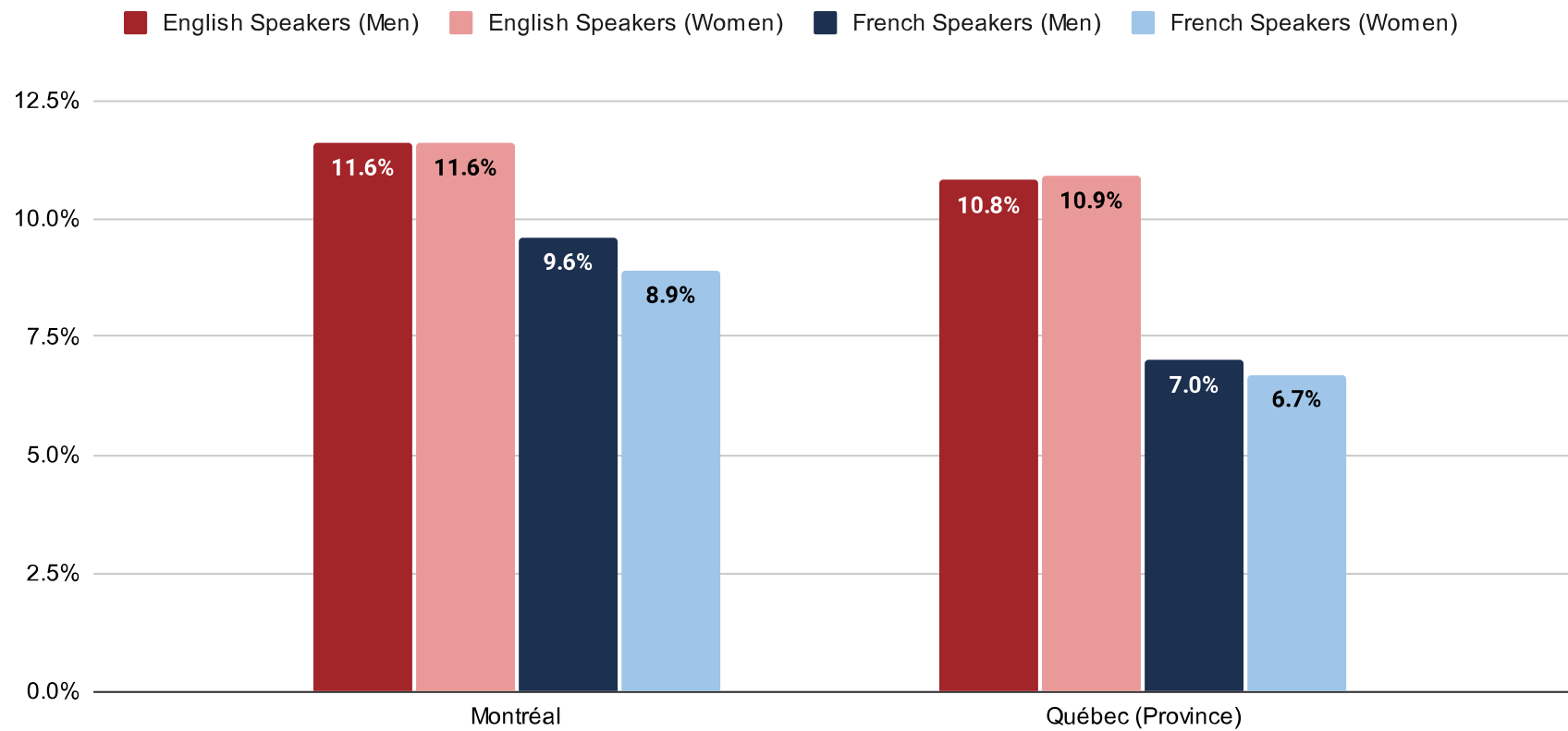
Table 7.b: Age Structure of Montréal's Unemployment Rate for French Speakers

Unemployment Rate (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Montréal	9.3%	16.7%	8.1%	7.3%	7.3%	8.8%	16.4%
Québec (Province)	6.9%	10.9%	5.8%	4.6%	4.6%	7.3%	18.6%

Unemployment Rate - Gender Structure

Among English speakers in Montréal, men and women experience the same unemployment rate (11.6%). Among French speakers, men experience a higher unemployment rate than women (9.6% compared to 8.9%). Thus, French-speaking women have the lowest unemployment rate in the region, while English-speaking men and women have the highest.

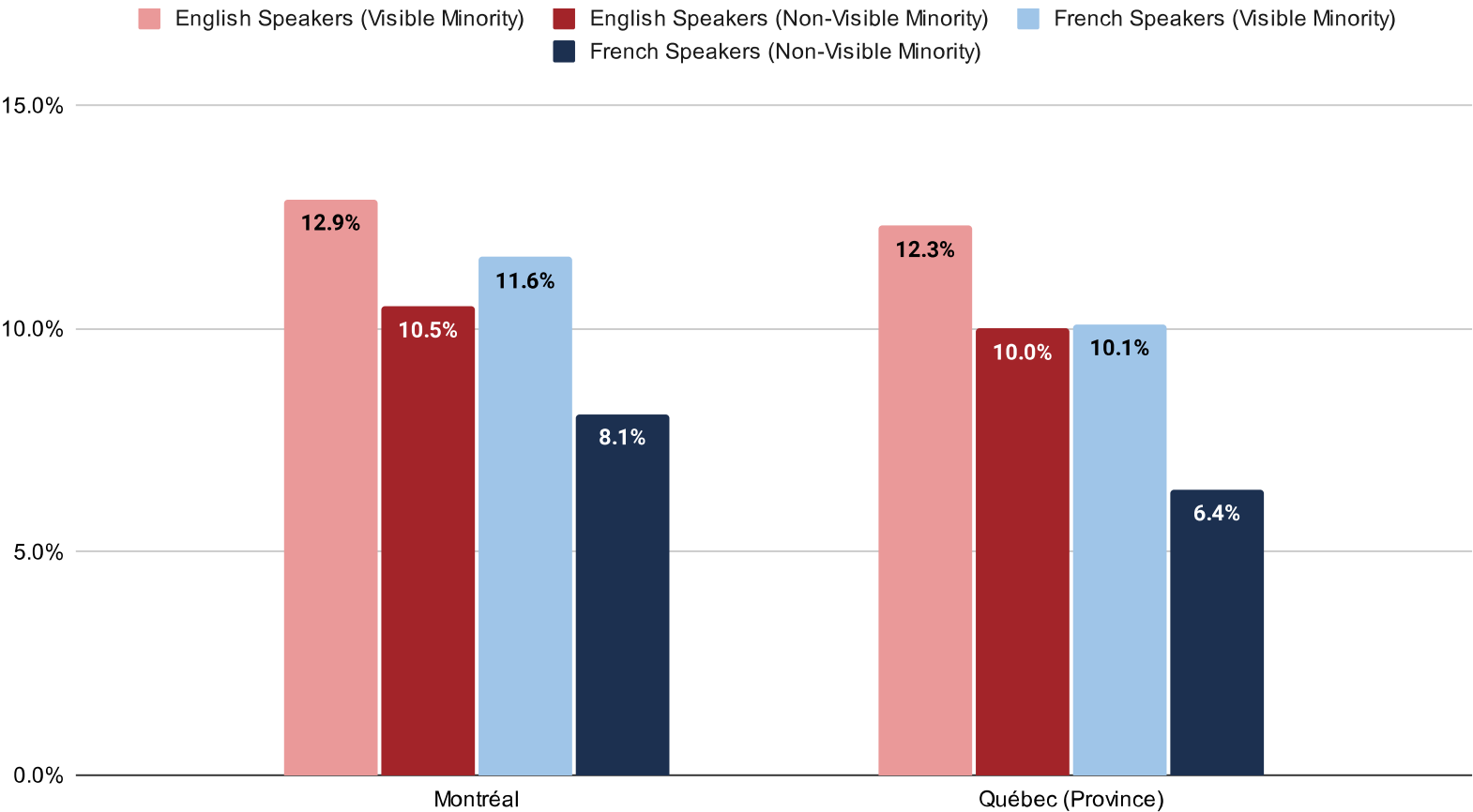
Graph 16: Gender Structure of Montréal's Unemployment Rate



Unemployment Rate - Visible Minorities

English-speaking visible minorities in Montréal experience an unemployment rate of 12.9% in the region, which is higher than the unemployment rate of English-speaking non-visible minorities (10.5%). The trend is similar to what is observed at the provincial level, where English-speaking visible minorities experience a higher unemployment rate than English-speaking non-visible minorities and French speakers

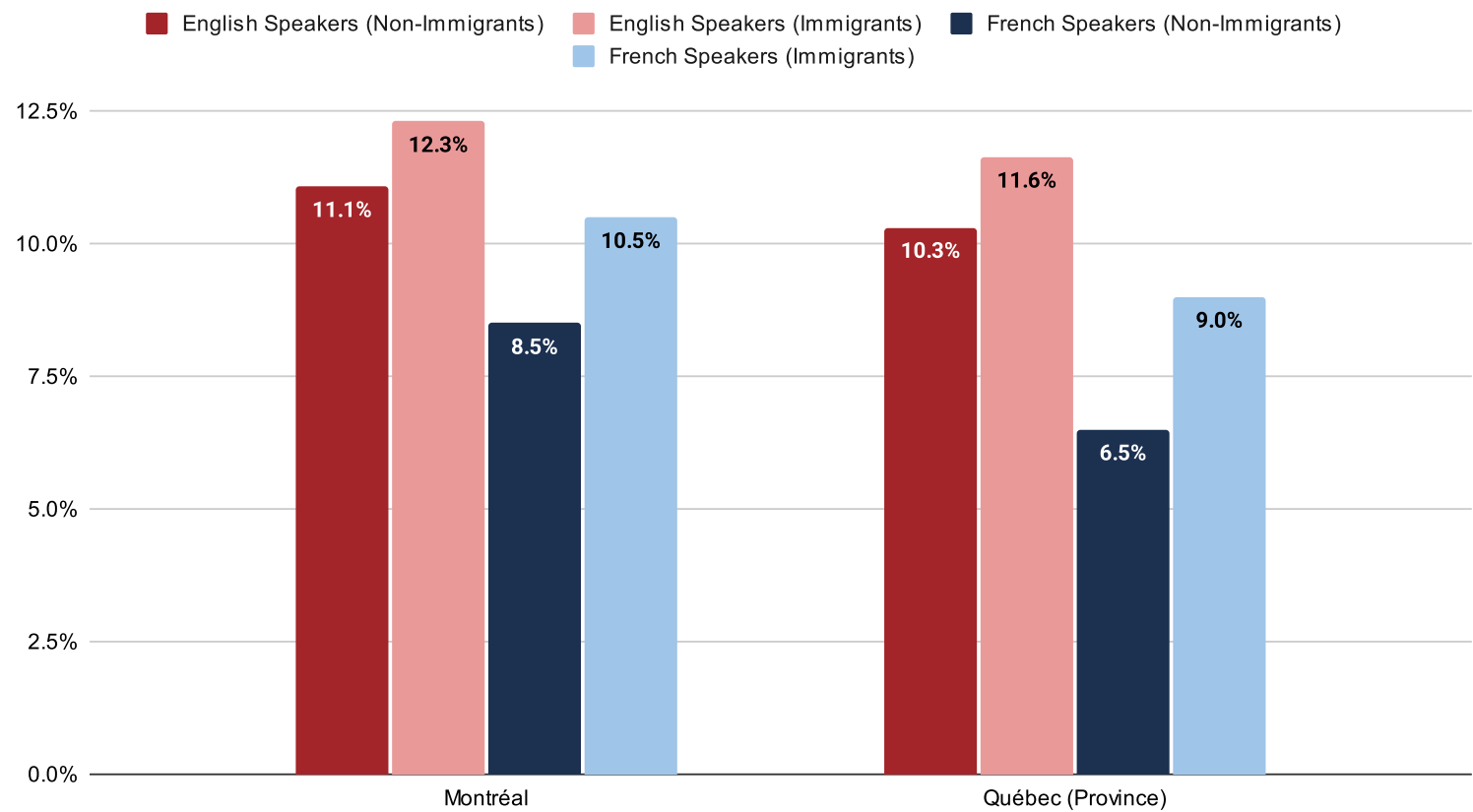
Graph 17: Unemployment Rate by Visible Minority Status in Montréal



Unemployment Rate - Immigrant Status

English-speaking immigrants in Montréal experience an unemployment rate of 12.3% in the region, which is higher than the unemployment rate of English-speaking non-immigrants (11.1%). The trend is similar to what is observed at the provincial level, where English-speaking immigrants experience a higher unemployment rate than English-speaking non-immigrants and French speakers.

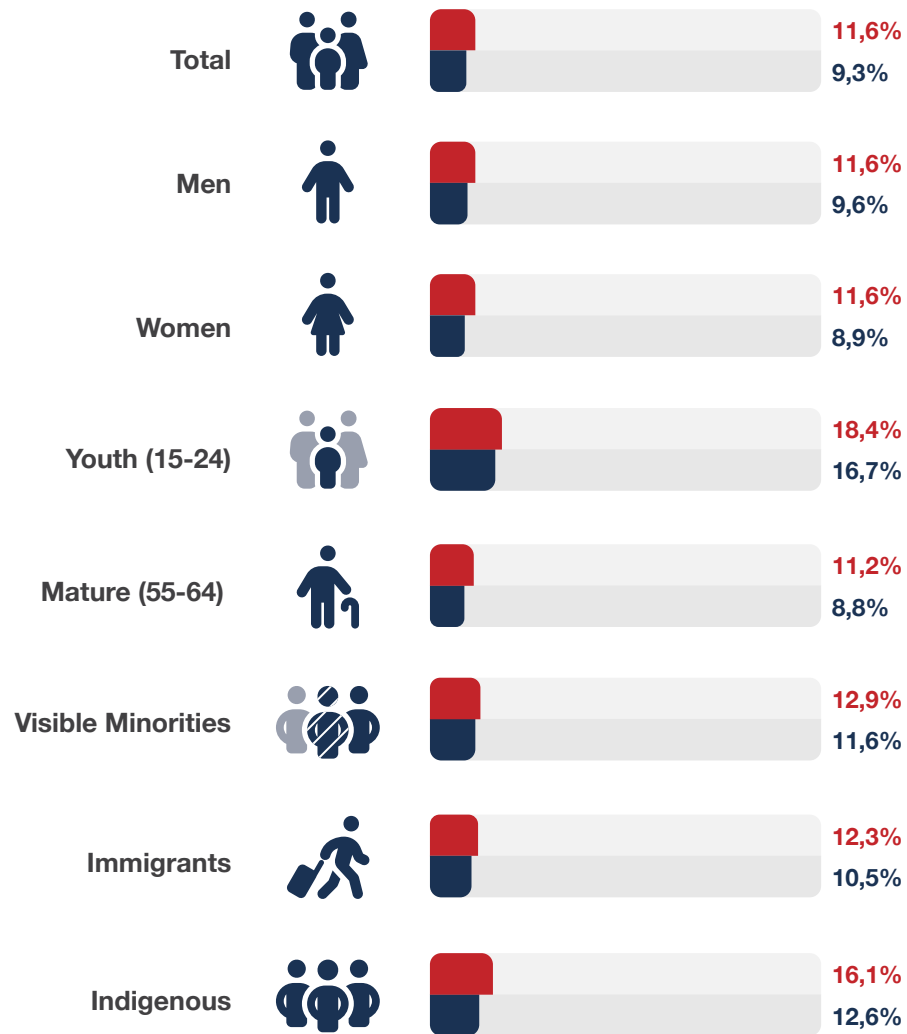
Graph 18: Unemployment Rate by Immigrant Status in Montréal



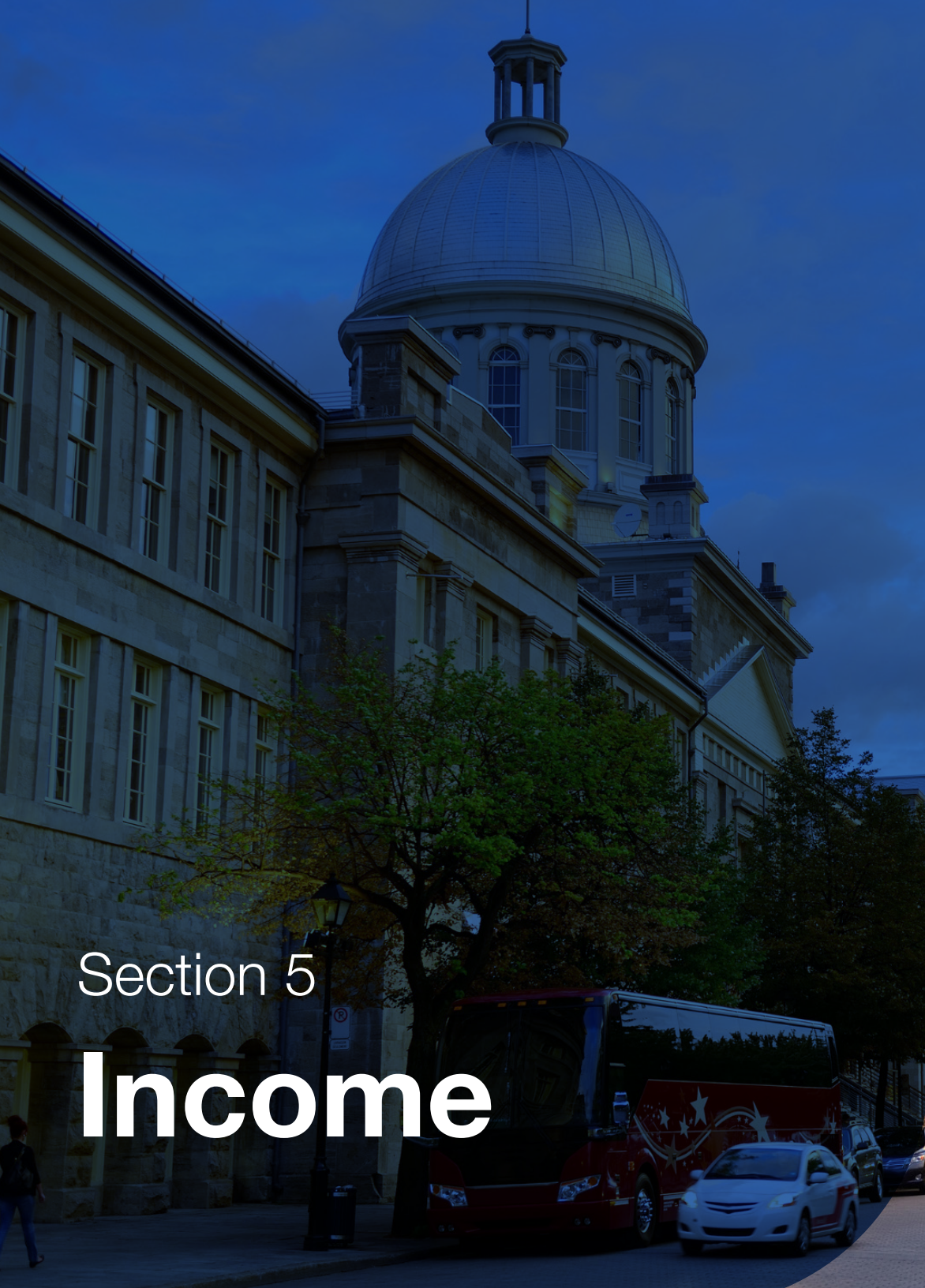
Summary of Unemployment Rate for English and French Speakers in Montréal

Unemployment Rate

Montréal



English Speakers French Speakers



Section 5

Income



Income

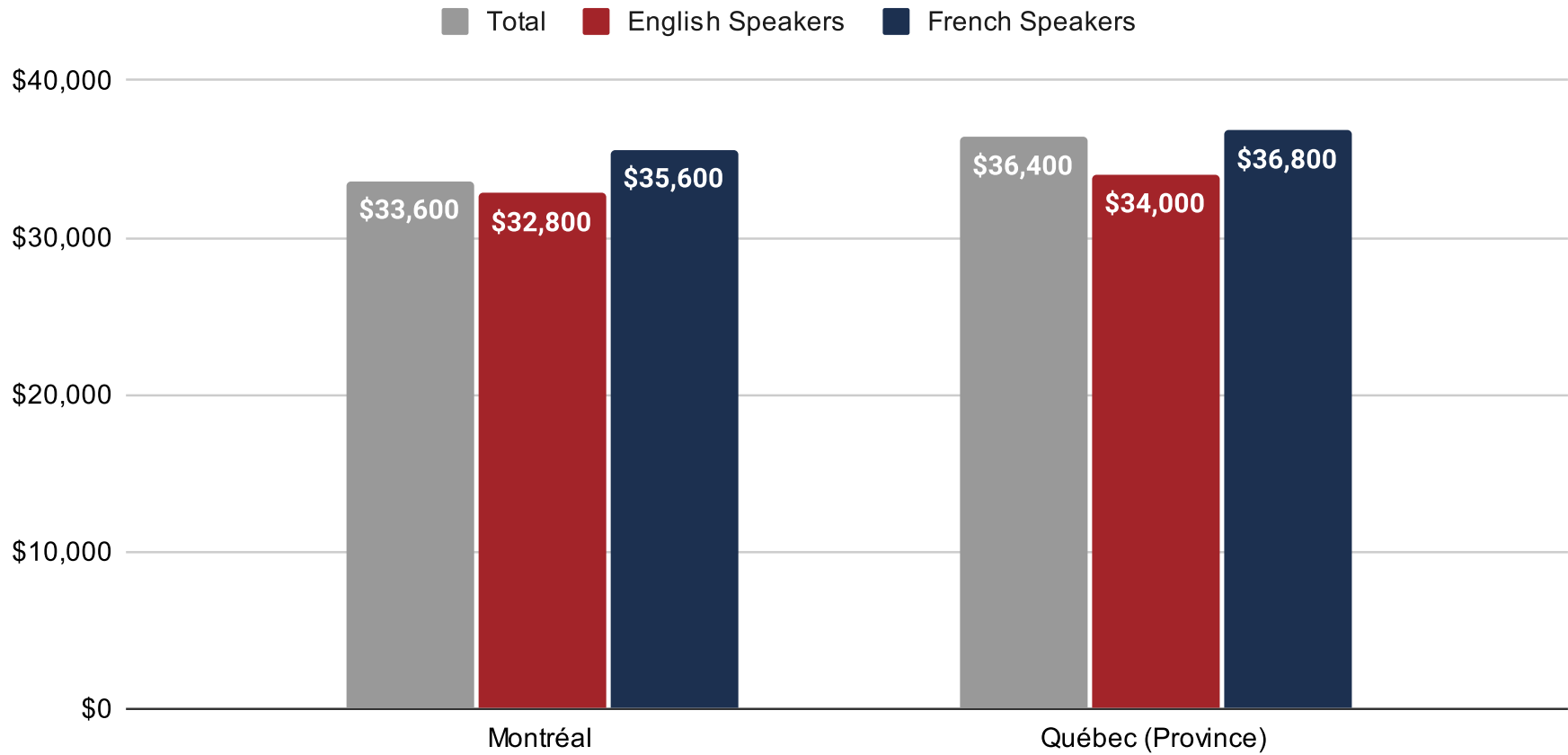
Similar to the trend observed at the provincial level, English speakers in Montréal tend to earn lower median after-tax income and lower median employment income than French speakers.²³ This could be explained by the higher unemployment rate that English speakers face, and in addition, the lower income levels can be attributed to the higher tendency of English speakers to engage in temporary, seasonal, and part-time opportunities.

AFTER-TAX INCOME

English speakers in Montréal earn a median after-tax income of \$32,800, roughly \$2,800 lower than that of French speakers (\$35,600) in the region.

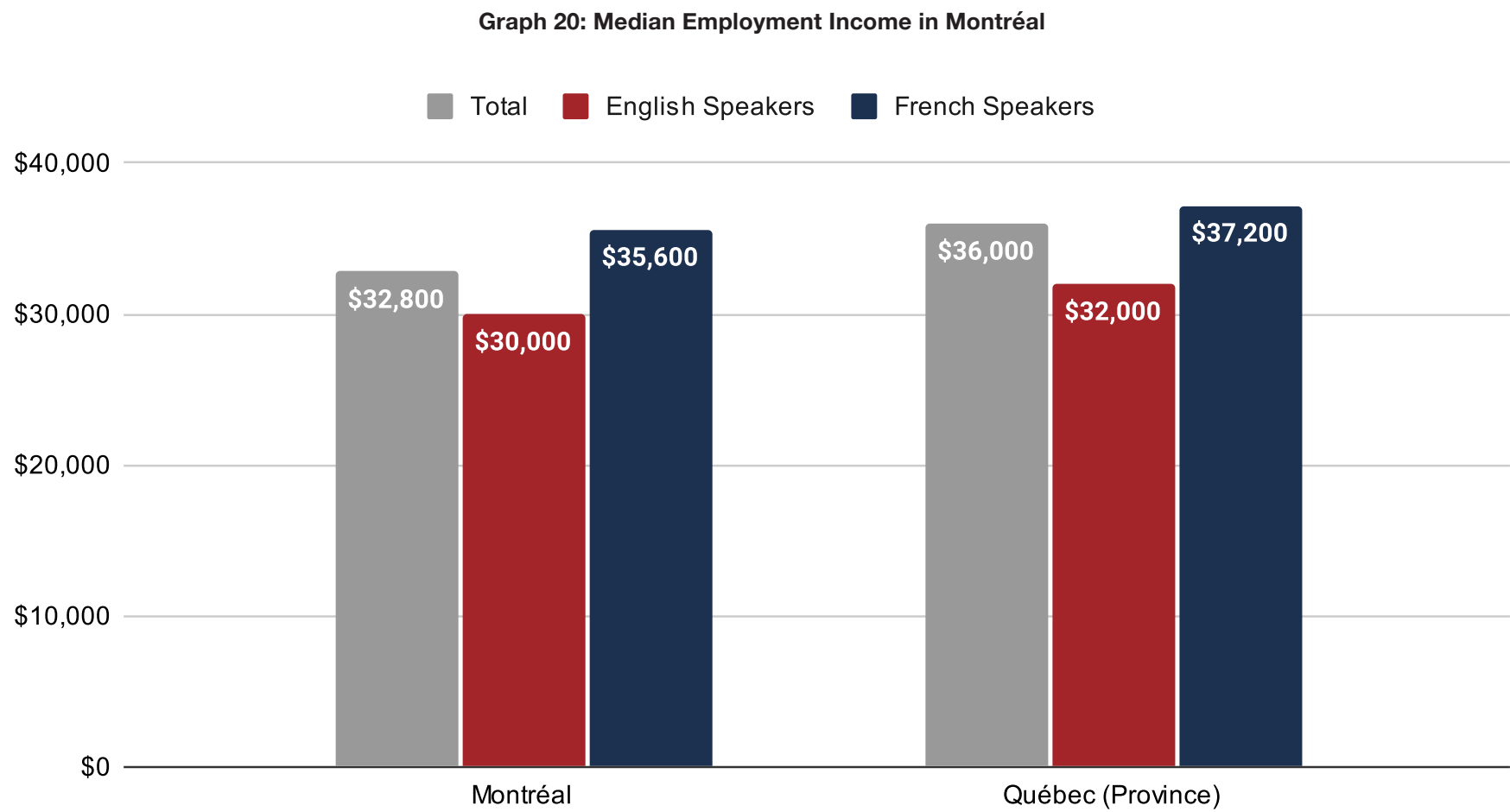
²³ The data in this section (except for Low Income) pertains to individuals who speak only English or only French as their first official language; this is due to limitations on the data available.

Graph 19: Median After-Tax Income in Montréal



EMPLOYMENT INCOME

A comparison of median employment incomes shows that English speakers in Montréal earn a median employment income of \$30,000, which is lower than that of French speakers (\$35,600) by approximately \$5,600.



Employment Income - Age Structure

Youth aged 15-24 and workers aged 65+ tend to earn significantly lower median employment incomes compared to the other age groups. This trend is seen in both the English-speaking and French-speaking populations, though English-speaking youth aged 15-24 earn \$500 less than French-speaking youth aged 15-24. English speakers aged 55-64 have a median employment income of \$40,000, lower than their French-speaking counterparts earning \$43,600.

Table 8.a: Age Structure of Montréal’s Median Employment Income for English Speakers

Median Employment Income (English Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Montréal	\$30,000	\$8,500	\$31,200	\$42,400	\$45,200	\$40,000	\$10,700
Québec (Province)	\$32,000	\$8,800	\$33,200	\$45,200	\$48,000	\$40,400	\$9,100

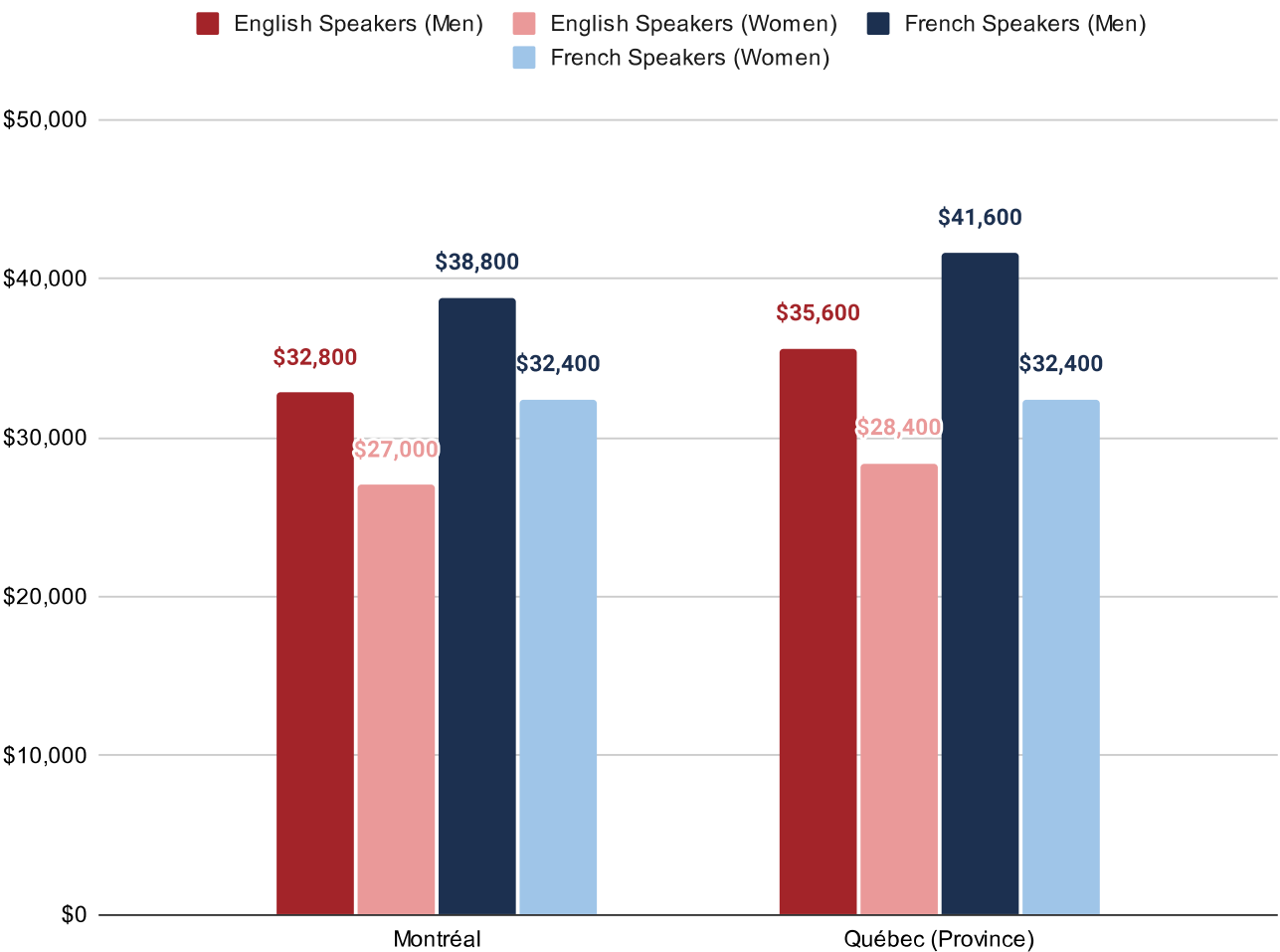
Table 8.b: Age Structure of Montréal’s Median Employment Income for French Speaker

Median Employment Income (French Speakers)							
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Montréal	\$35,600	\$9,000	\$36,000	\$48,800	\$50,800	\$43,600	\$7,050
Québec (Province)	\$37,200	\$10,900	\$39,200	\$52,000	\$54,400	\$40,000	\$5,360

Employment Income - Gender Structure

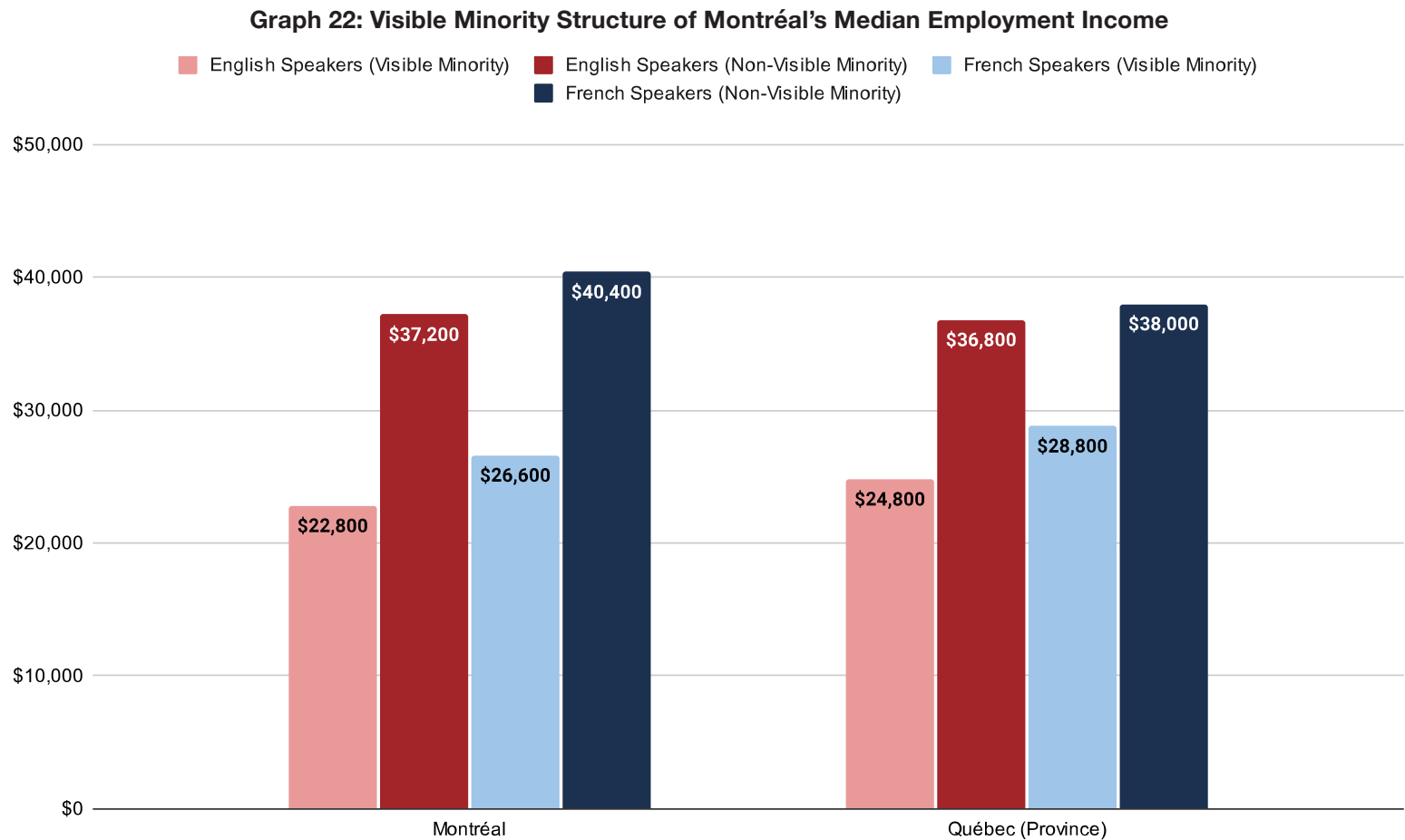
Men in Montréal earn a higher median employment income than women in the region, with French-speaking men earning the highest regional median employment income of \$38,800. English-speaking women earn the lowest regional median employment income of \$27,000.

Graph 21: Gender Structure of Montréal's Median Employment Income



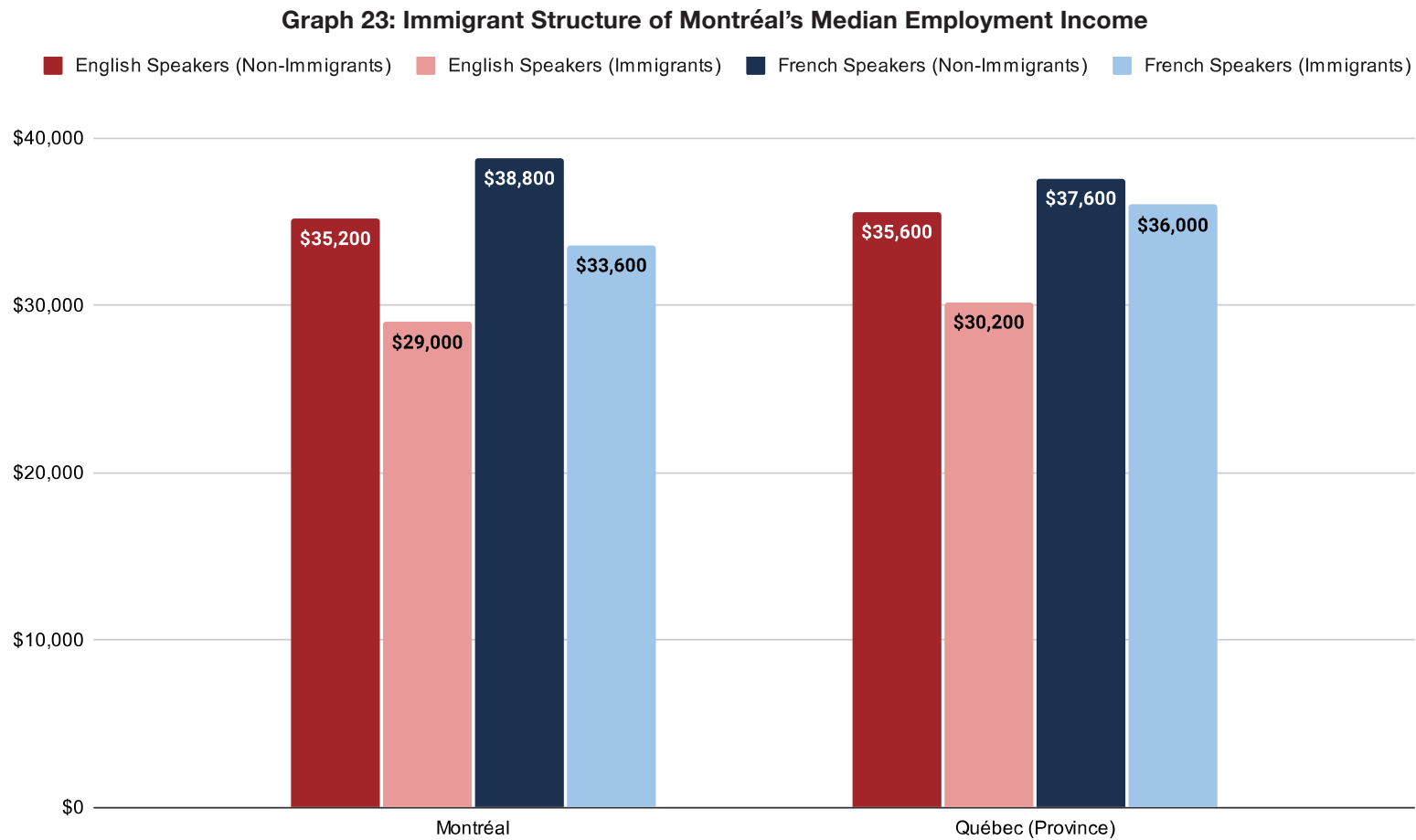
Employment Income - Visible Minoritiess

English-speaking visible minorities earn the lowest median employment income (\$22,800) compared to non-visible minority English speakers (\$37,200), non-visible minority French speakers (\$40,400), and visible minority French speakers (\$26,600).



Employment Income - Immigrant Status

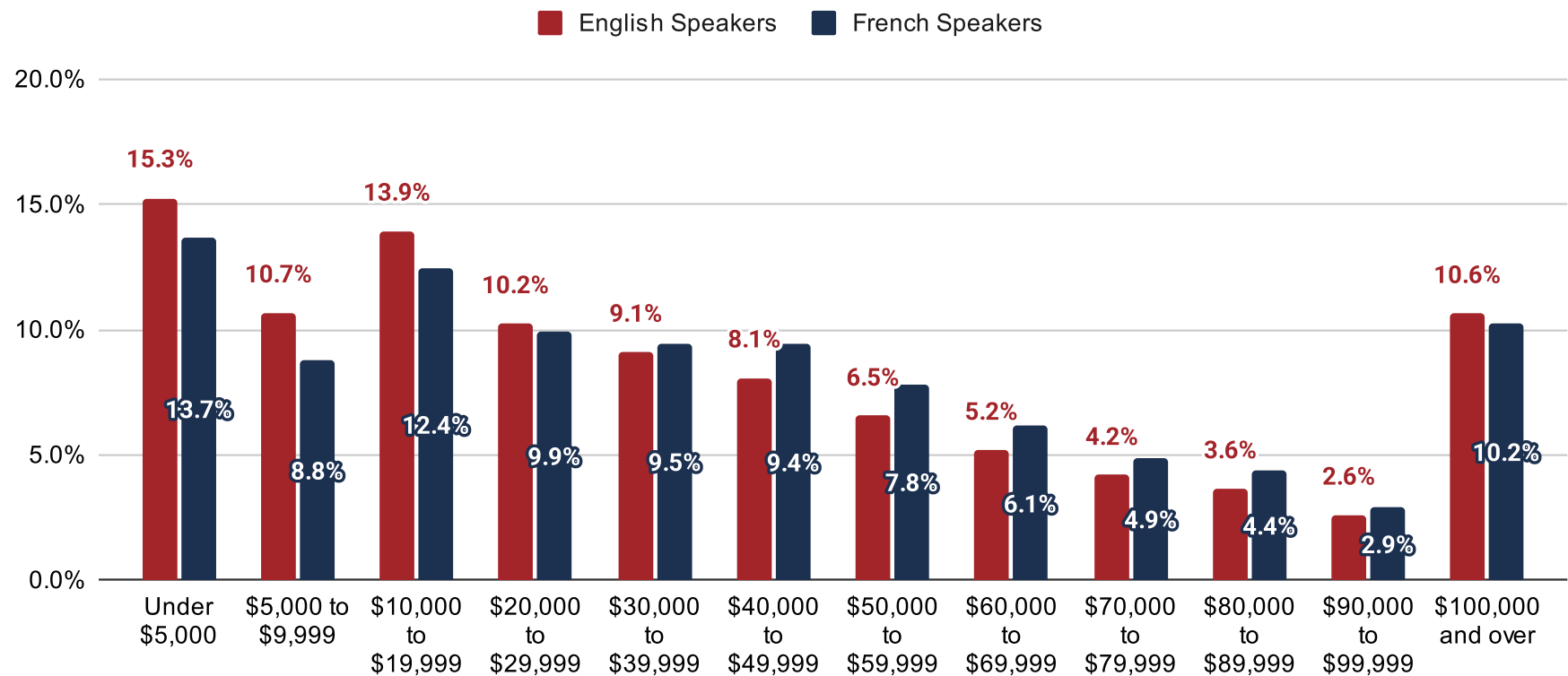
English-speaking immigrants earn a lower median employment income (\$29,000) compared to English-speaking non-immigrants (\$35,200), French-speaking non-immigrants (\$38,800), and French-speaking immigrants (\$33,600).



Employment Income Distribution

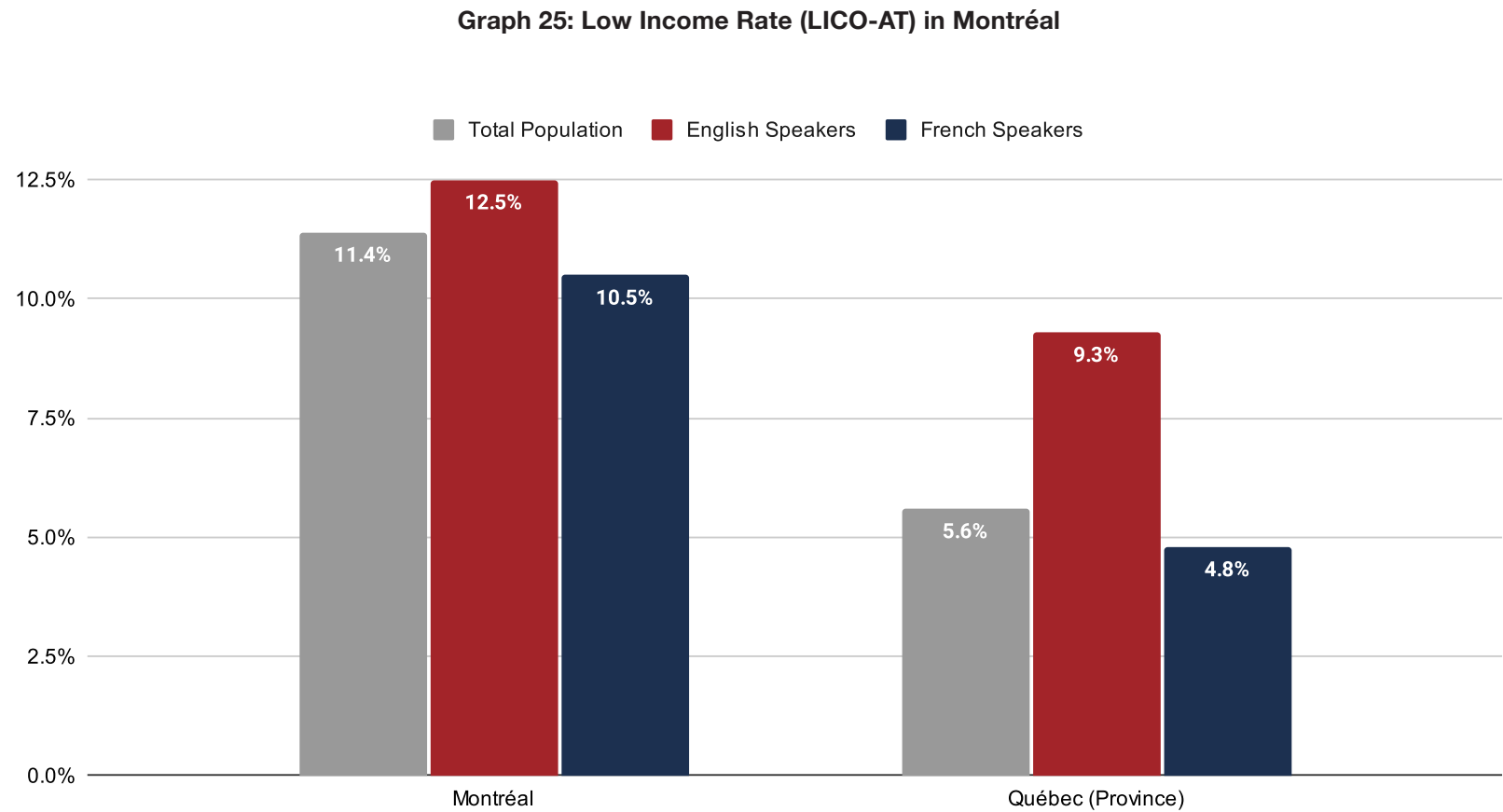
Employment income distribution data shows that roughly 39.9% of English speakers and 34.9% of French speakers earn an employment income of under \$20,000. At the higher end of the distribution, roughly 21% of English speakers and 22.4% of French speakers earn \$70,000 and over.

Graph 24: Distribution of Montréal's Employment Income



LOW INCOME

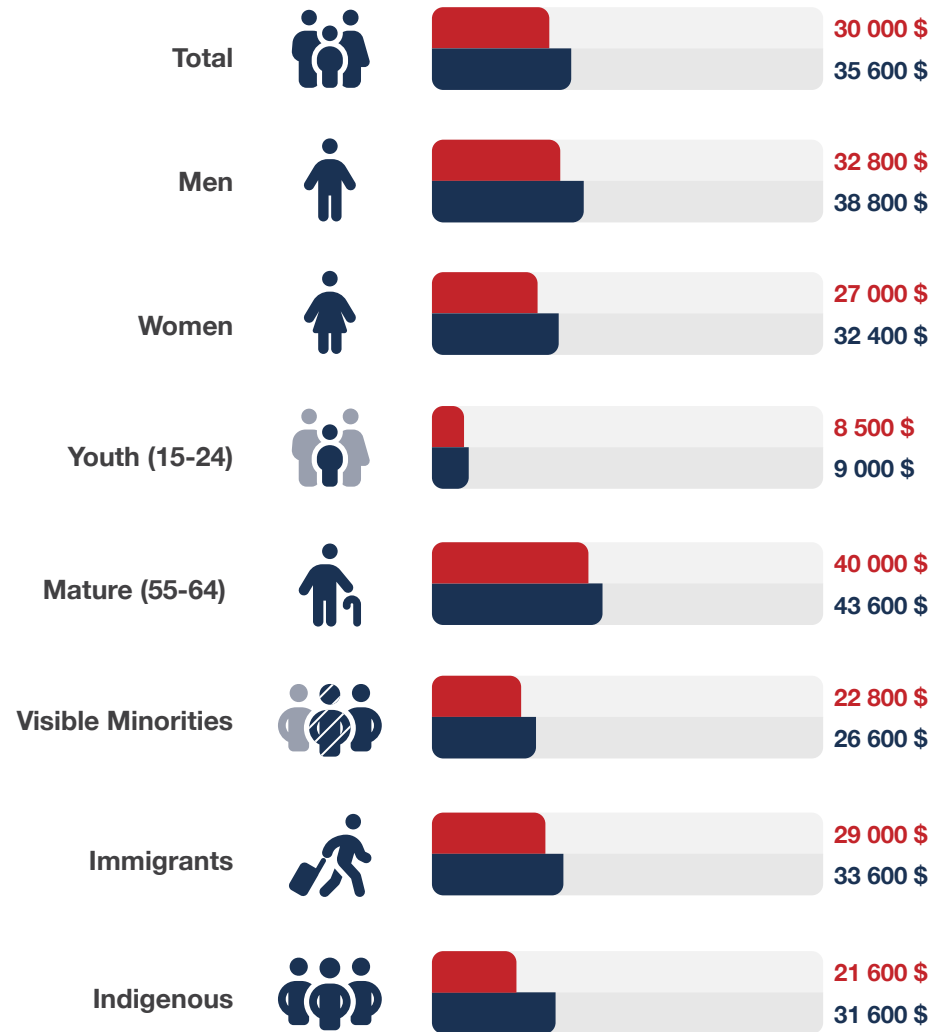
Low income data reveals that a higher proportion of English speakers in Montréal are below the after-tax low income cut-off (12.5%) compared to French speakers (10.5%) in the region.



Summary of Median Employment Income for English and French Speakers in Montréal

Median Employment Income

Montréal



English Speakers French Speakers



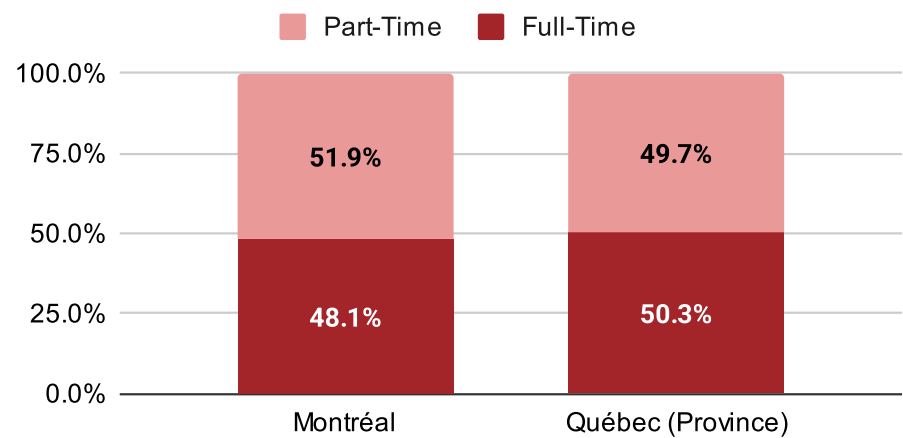
Section 6

Work Activity

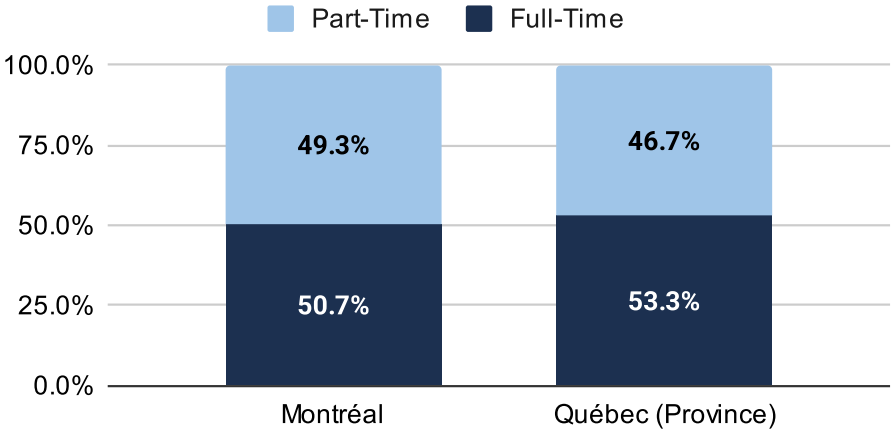
Work Activity

In the Montréal region, approximately 51.9% of English speakers engage in part-time or part-year work compared to 49.3% of French speakers.

Graph 26.a: Work Activity of English Speakers in Montréal

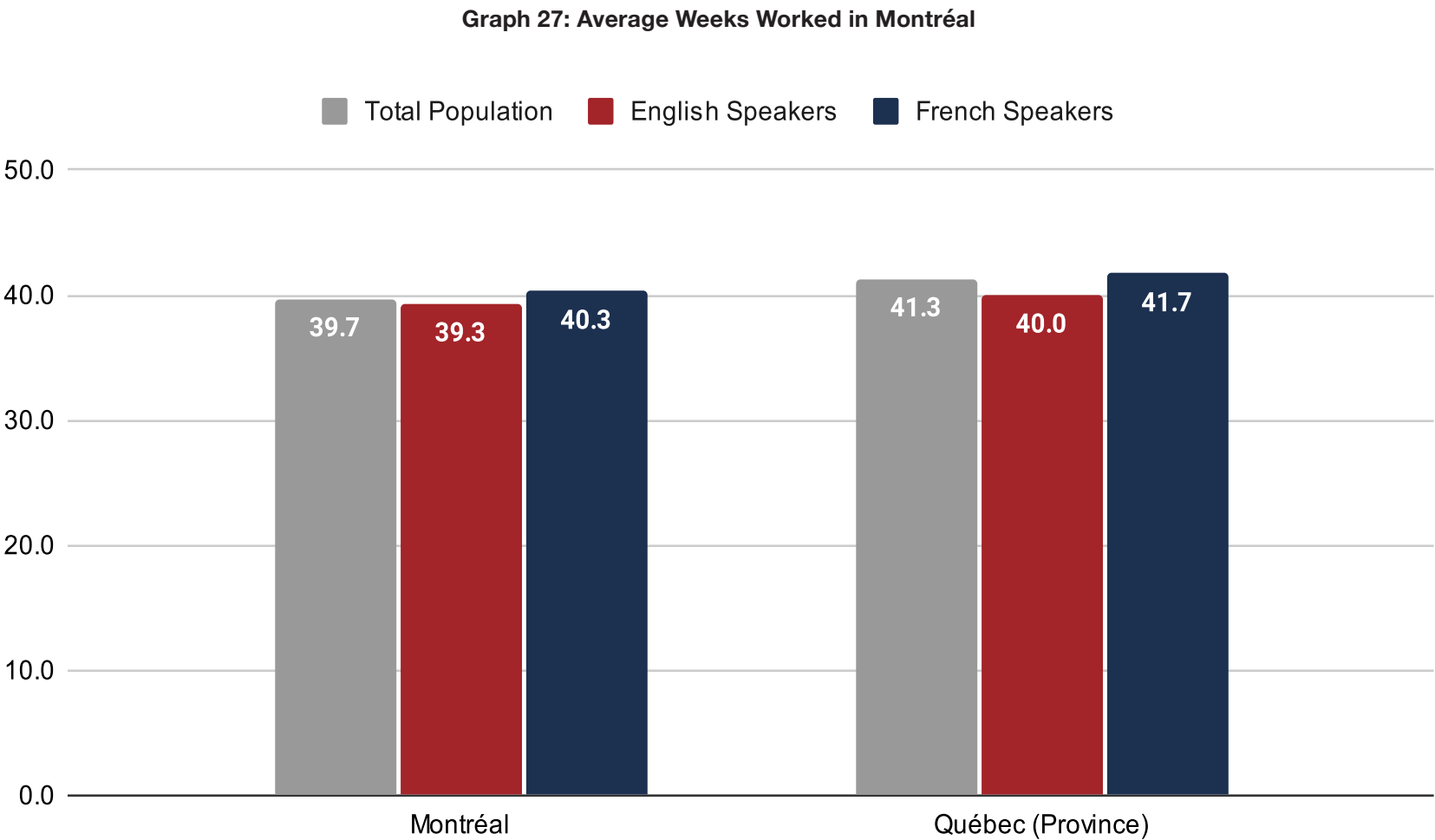


Graph 26.b: Work Activity of French Speakers in Montréal



Average Weeks Worked

English speakers in Montréal reported working a lower average number of weeks (39.3) than French speakers (40.3) in the region.²⁴

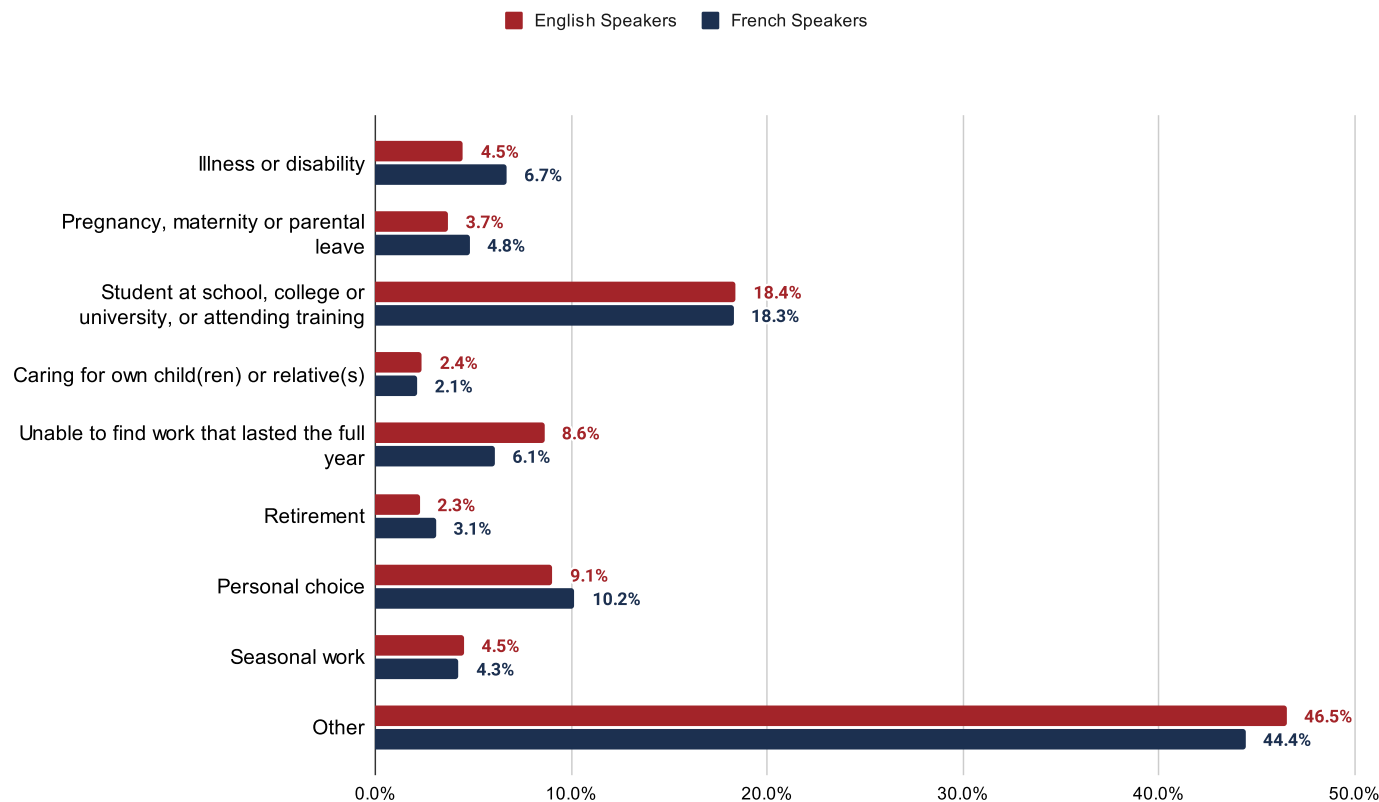


²⁴ The data in this section pertains to individuals who speak only English or only French as their first official language. Individuals who speak both official languages were not distributed among English and French speakers in the graph below. This is due to limitations on the data available.

Main Reasons for not Working Full-time / Full year²⁵

When asked to identify their main reasons for not working full-time or full-year in 2020, the leading response among respondents in Montréal was ‘Other’ reasons, with 46.5% of English speakers surveyed indicating this response. Approximately 8.6% of English speakers indicated they had been unable to find work that lasted the full year, compared to 6.1% among French speakers.

Graph 28: Main Reasons for not Working Full-Time/Full-Year in Montréal in 2020

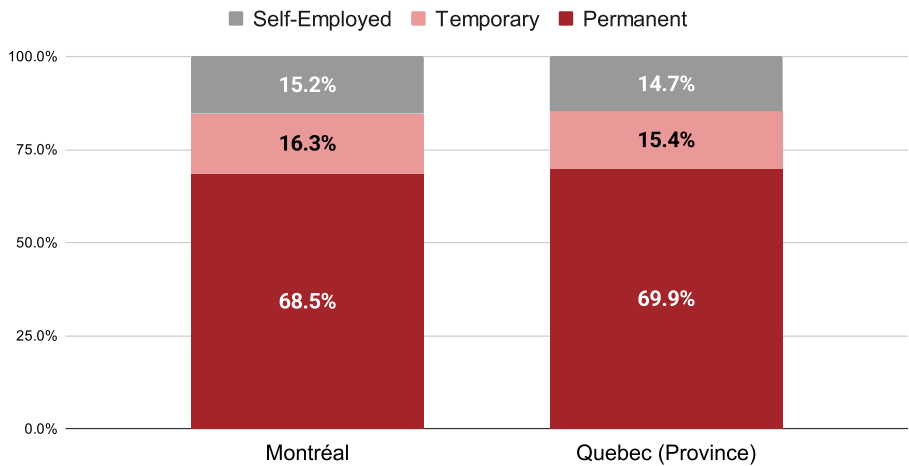


²⁵ In the 2021 Census, Statistics Canada introduced a new questionnaire on why individuals are not working full-time or full year. This questionnaire is applied to people who worked part-time or only part of the year in the reference year.

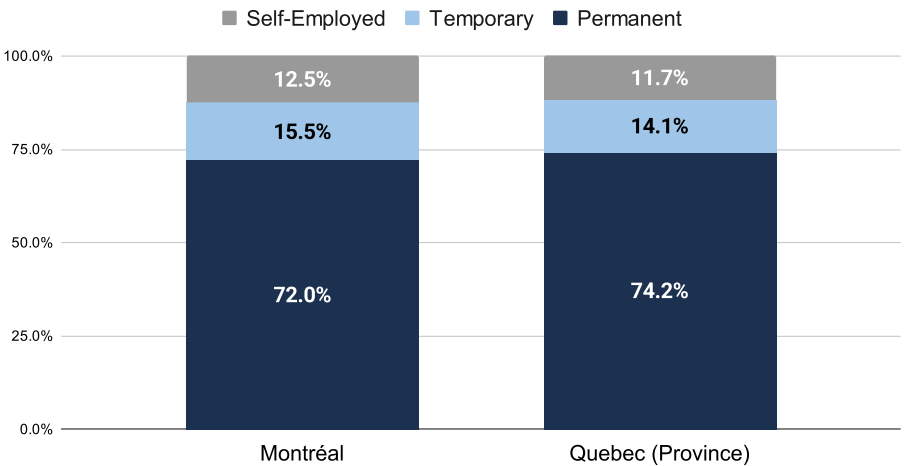
Types of Workers

Approximately 16.3% of English speakers reported engaging in temporary work, compared to 15.5% of French speakers. Roughly 68.5% of employed English speakers in the region hold permanent positions, and 72% of French speakers hold permanent positions.

Graph 29.a: Type of Workers in Montréal's English-Speaking Labour Force



Graph 29.b: Type of Workers in Montréal's French-Speaking Labour Force



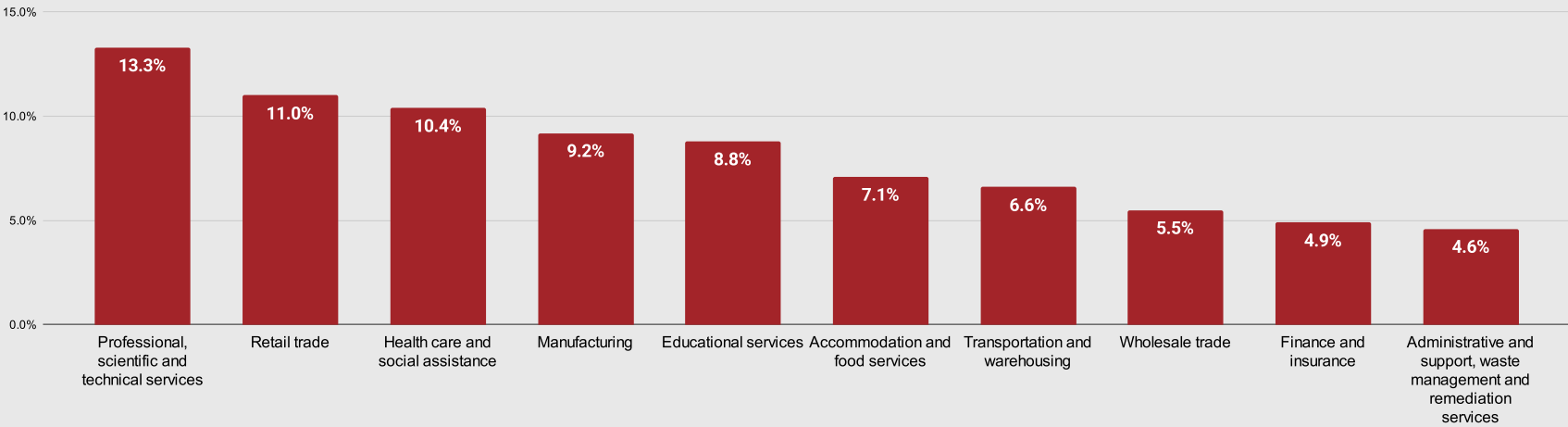
Skills Profile of English Speakers

This section aims to provide a broad skills profile of English speakers in the Montréal region. There is limited public data available on the skills within the population. Industry, educational attainment, and bilingualism data from the Census provides insight into workers' work experience and professional skills in the labour market.

TOP INDUSTRIES

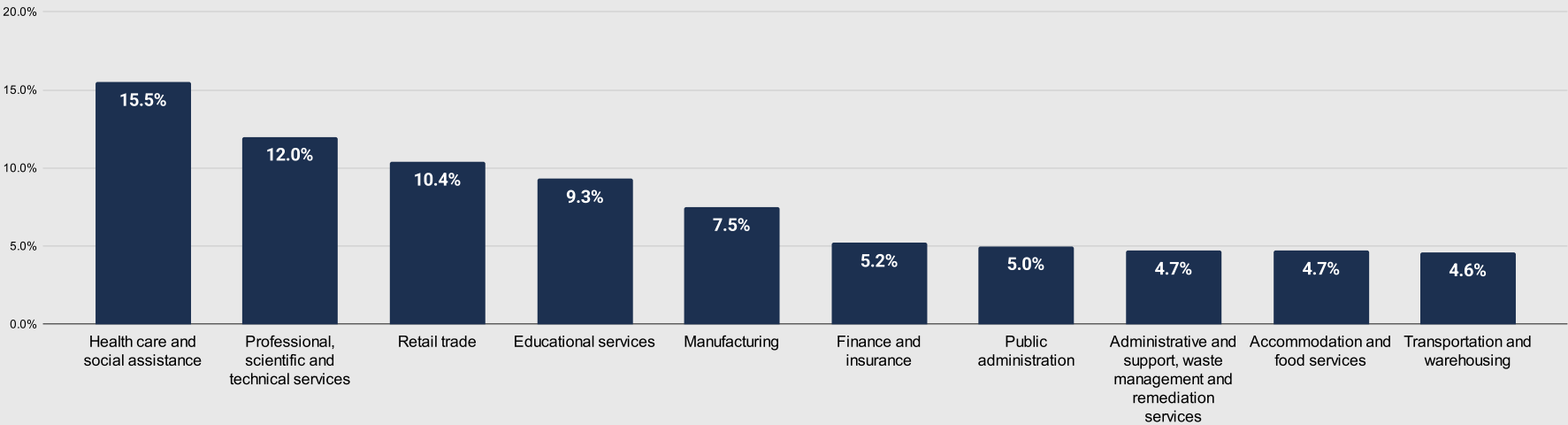
Across the region, the top industries for employment are 'Health care and social assistance', 'Professional, scientific and technical services' and 'Retail trade'. The highest share of English-speaking workers in Montréal work in 'Professional, scientific and technical services', where 13.3% of English-speaking workers are employed, followed by 'Retail trade' (11%) and 'Health care and social assistance' (10.4%).

Graph 30.a: Top 10 Industries of English Speakers in Montréal



French speakers have the highest engagement in ‘Health care and social assistance’ (15.5%), followed by ‘Professional, scientific and technical services’ (12%) and ‘Retail trade’ (10.4%).

Graph 30.b: Top 10 Industries of French Speakers in Montréal



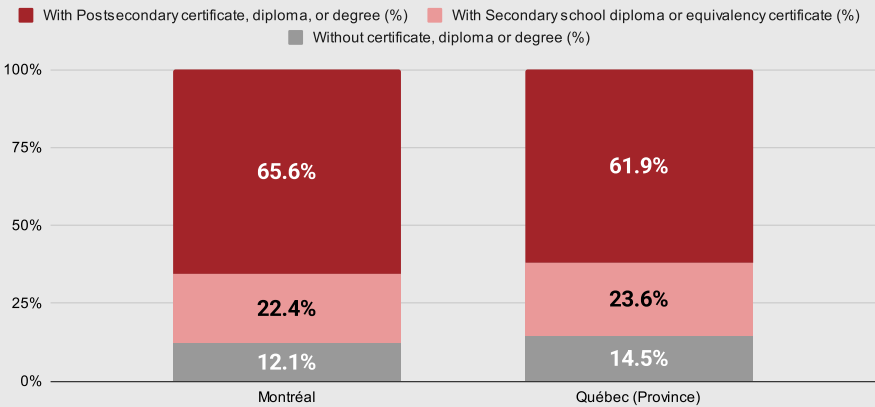
Top Industries of English Speakers in Montréal



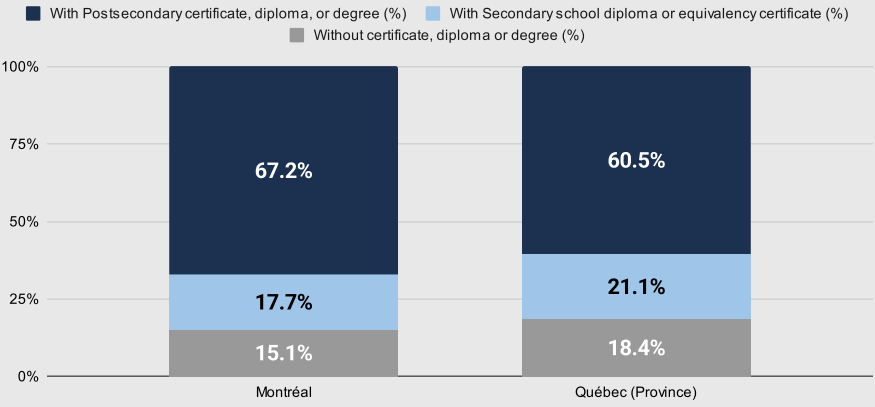
EDUCATIONAL ATTAINMENT

Postsecondary educational attainment rates in Montréal are relatively higher than those at the provincial level. The majority of English speakers in Montréal have a postsecondary degree (65.6%), which is slightly lower than the attainment rate of French speakers (67.2%).

Graph 31.a: Educational Attainment of English Speakers in Montréal



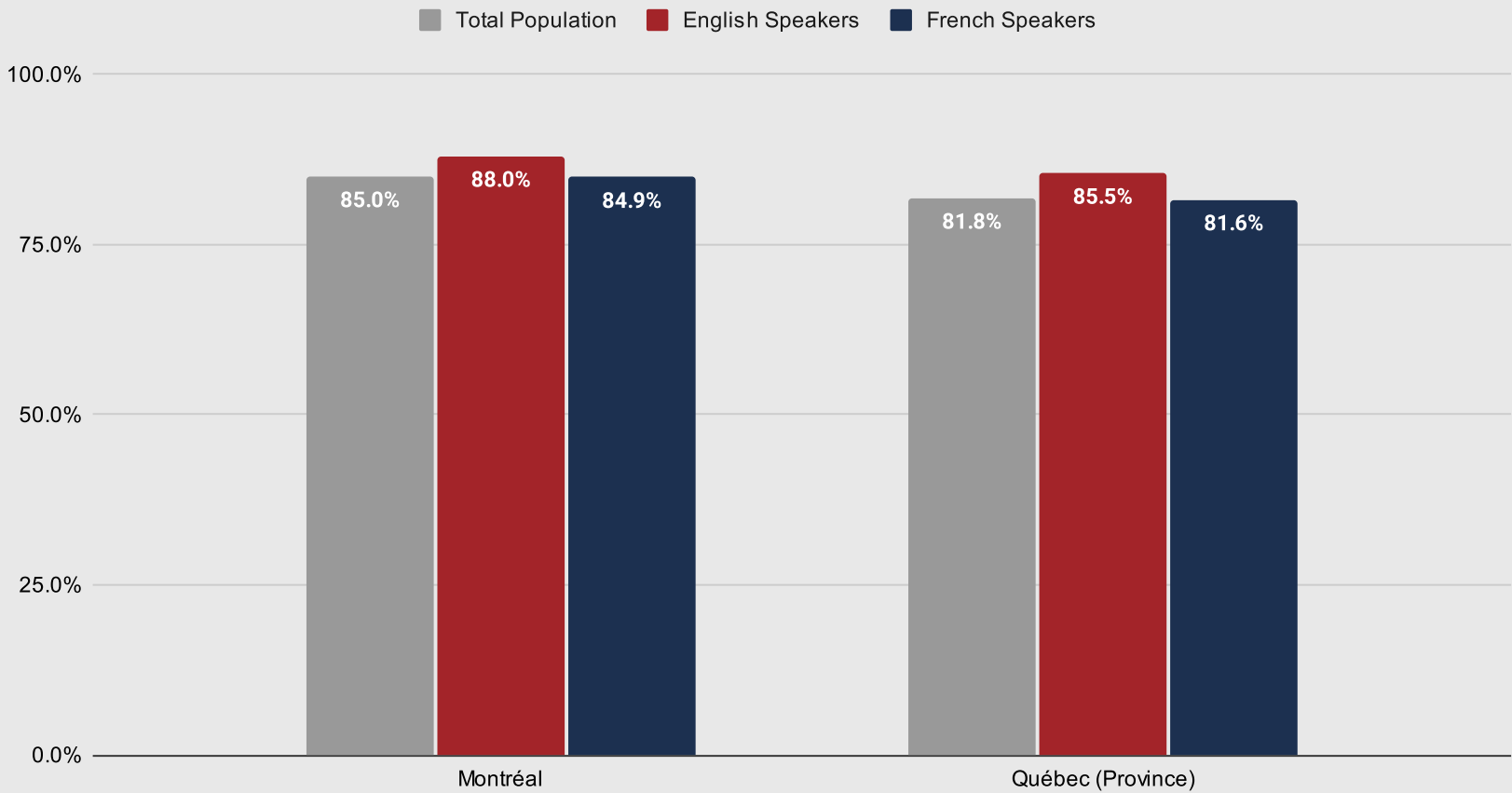
Graph 31.b: Educational Attainment of French Speakers in Montréal



Minimum Secondary Educational Attainment

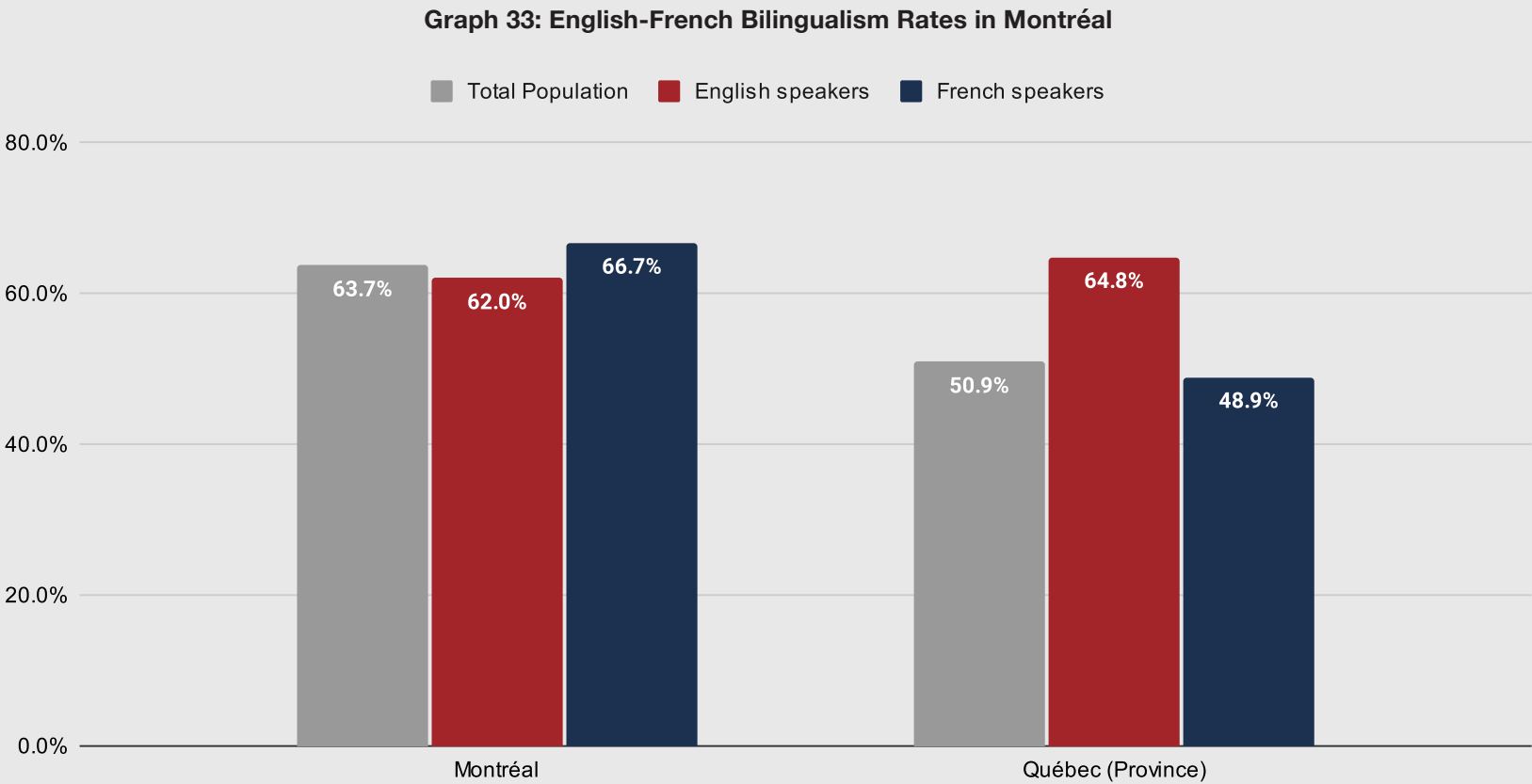
When comparing the attainment rates for secondary education and higher, English speakers in Montréal have a significantly high attainment rate of 88%, higher than that of French speakers (84.9%).

Graph 32: Minimum Secondary Education Attainment in Montréal



ENGLISH-FRENCH BILINGUALISM

In Montréal, English speakers have lower bilingualism rates than French speakers (62% compared to 66.7%).²⁶ English speakers in the region also have lower bilingualism rates compared to English speakers at the provincial level (62% compared to 64.8%).



²⁶ Statistics Canada utilizes the term “knowledge of official languages” in reference to whether an individual can conduct a conversation in English only, French only, in both or in neither language. This is used to measure bilingualism. It should be noted that this metric relies on self-reported data, and primarily measures conversational ability. For this reason, it captures a broad spectrum of bilingualism, ranging from intermediate to full fluency.



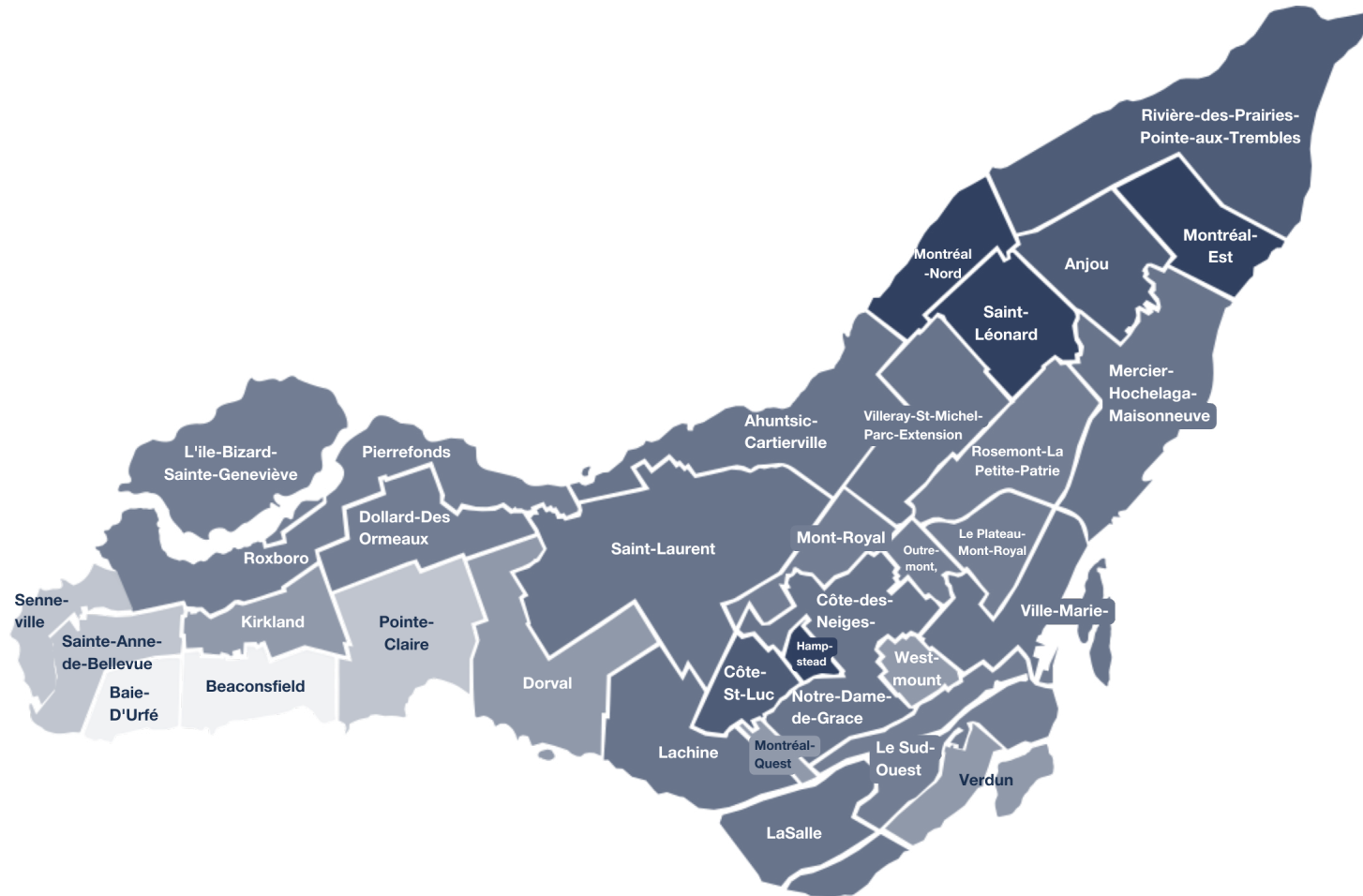
Employment Profile of English Speakers in the Boroughs of Montréal

Provincial Employment Roundtable



Introduction

This section provides an overview of the most current data available on the employment situation of English speakers in the 19 boroughs of the administrative region of Montréal.



Section 1

Population

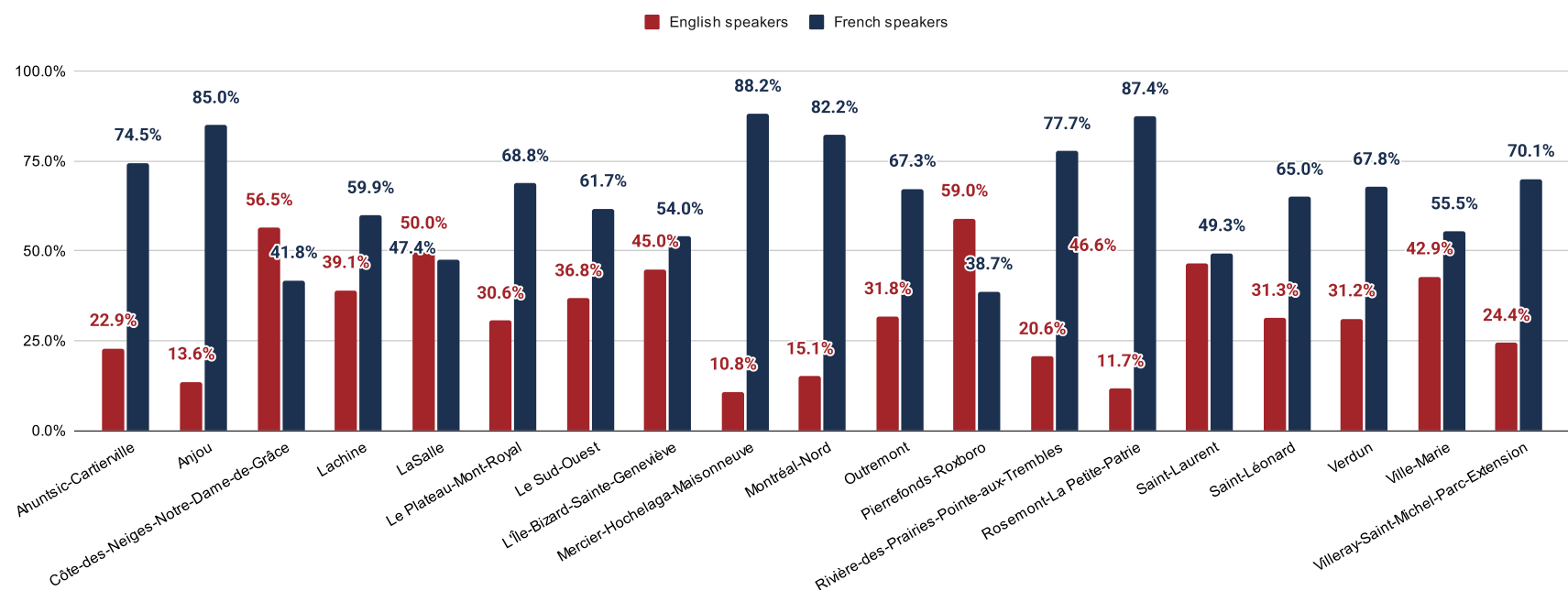


Population 15+²⁷

TOTAL POPULATION 15+

A total of 459,605 English speakers aged 15 and over live in the boroughs of Montréal. The highest population count of English speakers aged 15 and over among the boroughs is in Côte-des-Neiges-Notre-Dame-de-Grâce with 80,138 English speakers. Pierrefonds-Roxboro has the highest English-speaking population share of those aged 15 and over (59% of the borough population).

Graph 1: Share of the Population aged 15 and over by Boroughs of Montreal



²⁷ Population data in this section pertains only to those aged 15 and over. For data on the total population of the region of Montréal, please see the main profile for the regional data.

Table 1: Share of the Population aged 15 and over by Boroughs of Montréal

Boroughs	English Speakers	French Speakers
Ahuntsic-Cartierville	24,803	80,588
Anjou	4,705	29,365
Côte-des-Neiges-Notre-Dame-de-Grâce	80,138	59,338
Lachine	14,438	22,113
LaSalle	33,673	31,918
Le Plateau-Mont-Royal	28,153	63,318
Le Sud-Ouest	26,420	44,290
L'Île-Bizard-Sainte-Genève	6,780	8,140
Mercier-Hochelaga-Maisonneuve	12,588	102,748
Montréal-Nord	10,353	56,383
Outremont	5,733	12,138
Pierrefonds-Roxboro	33,988	22,273
Rivière-des-Prairies-Pointe-aux-Trembles	18,175	68,430
Rosemont-La Petite-Patrie	13,930	104,250
Saint-Laurent	37,790	40,040
Saint-Léonard	19,458	40,363
Verdun	18,423	40,048
Ville-Marie	40,693	52,603
Villeray-Saint-Michel-Pac-Extension	29,370	84,460

Population - Age Structure

The highest population share of English-speaking youth 15-24 are found in Pierrefonds-Roxboro (9.7%), Ville-Marie (9.2%), and Côte-des-Neiges-Notre-Dame-de-Grâce (9%).

Among English speakers, there is a higher proportion of the population aged 15 and over in the 25-34 age group, with Ville-Marie having the highest share (14.8%).

Table 2.a: Age Structure of the English-Speaking Population aged 15 and over by Boroughs of Montréal

Borough	Population (English Speakers)						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Ahuntsic-Cartierville	22.9%	3.3%	4.1%	4.0%	4.0%	3.6%	3.9%
Anjou	13.6%	2.0%	2.1%	2.1%	2.5%	2.3%	2.6%
Côte-des-Neiges-Notre-Dame-de-Grâce	56.5%	9.0%	11.8%	10.5%	8.4%	7.5%	9.4%
Lachine	39.1%	5.6%	8.1%	7.0%	6.3%	5.8%	6.3%
LaSalle	50.0%	8.1%	9.5%	8.2%	7.6%	7.4%	9.4%
Le Plateau-Mont-Royal	30.6%	7.3%	9.5%	5.7%	3.4%	2.4%	2.3%
Le Sud-Ouest	36.8%	4.4%	11.8%	7.9%	4.5%	4.1%	4.2%
L'Île-Bizard-Sainte-Geneviève	45.0%	7.8%	5.4%	7.6%	9.2%	8.1%	6.8%
Mercier-Hochelaga-Maisonneuve	10.8%	1.6%	2.8%	2.2%	1.6%	1.5%	1.2%
Montréal-Nord	15.1%	2.6%	2.8%	2.3%	2.8%	2.6%	2.0%
Outremont	31.8%	7.2%	6.7%	5.8%	4.6%	2.5%	4.9%
Pierrefonds-Roxboro	59.0%	9.7%	8.7%	9.3%	10.4%	10.8%	10.1%
Rivière-des-Prairies-Pointe-aux-Trembles	20.6%	3.4%	3.2%	3.1%	4.3%	4.1%	2.5%
Rosemont-La Petite-Patrie	11.7%	1.3%	3.2%	2.8%	1.7%	1.4%	1.3%
Saint-Laurent	46.6%	7.1%	8.0%	8.5%	8.4%	6.4%	8.2%
Saint-Léonard	31.3%	5.0%	4.7%	3.8%	5.9%	6.5%	5.5%
Verdun	31.2%	3.3%	8.1%	6.9%	4.2%	4.1%	4.6%
Ville-Marie	42.9%	9.2%	14.8%	6.8%	4.0%	3.4%	4.7%
Villeray-Saint-Michel-Pac-Extension	24.4%	3.8%	5.5%	4.6%	4.0%	3.4%	3.2%

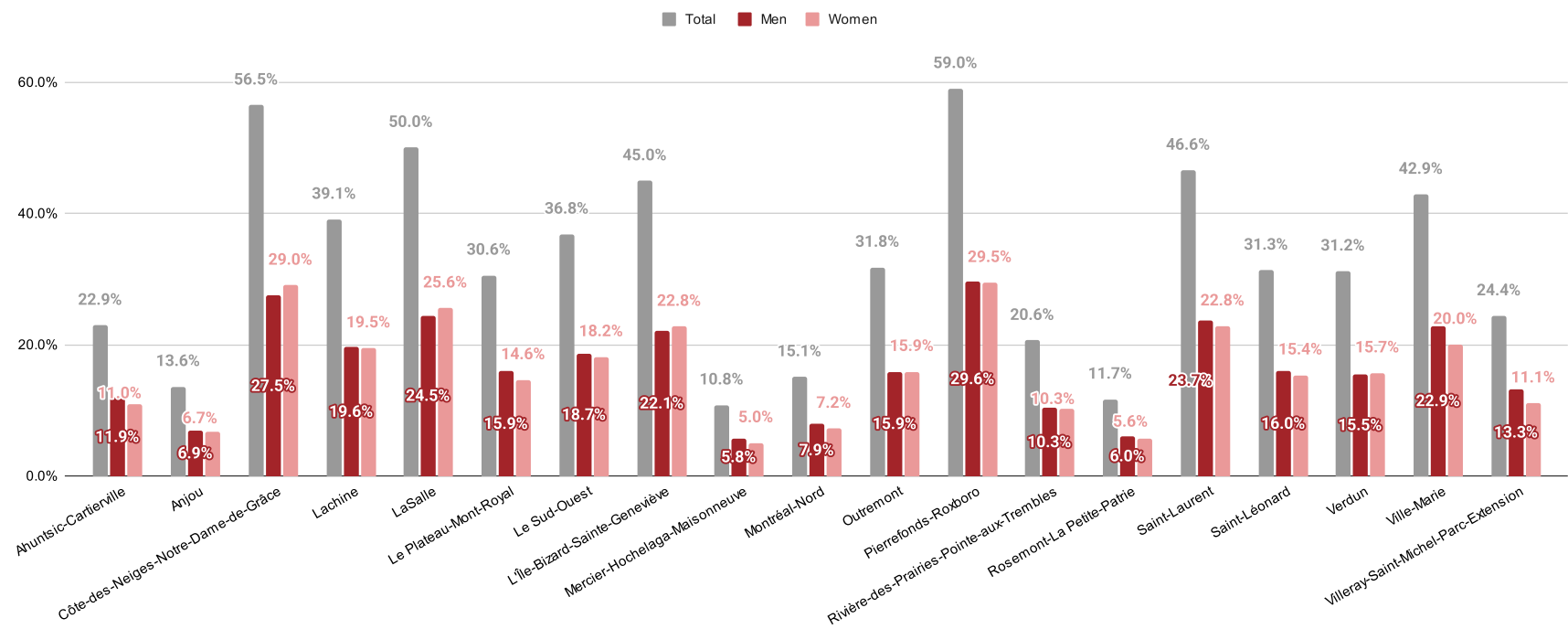
Table 2.b: Age Structure of the French-Speaking Population aged 15 and over by Boroughs of Montréal

Borough	Population (French Speakers)						
	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Ahuntsic-Cartierville	74.5%	9.9%	12.8%	13.8%	11.6%	11.2%	15.3%
Anjou	85.0%	10.7%	10.8%	14.0%	13.8%	13.5%	22.2%
Côte-des-Neiges-Notre-Dame-de-Grâce	41.8%	8.8%	8.4%	6.9%	5.7%	5.0%	7.0%
Lachine	59.9%	7.3%	9.1%	10.7%	10.2%	11.0%	11.6%
LaSalle	47.4%	5.9%	7.0%	8.0%	7.4%	7.8%	11.4%
Le Plateau-Mont-Royal	68.8%	10.0%	20.1%	13.0%	8.5%	7.8%	9.3%
Le Sud-Ouest	61.7%	7.3%	16.9%	11.6%	8.0%	8.7%	9.3%
L'Île-Bizard-Sainte-Geneviève	54.0%	7.8%	5.3%	7.8%	8.6%	11.9%	12.5%
Mercier-Hochelaga-Maisonneuve	88.2%	10.1%	19.7%	17.2%	12.1%	13.2%	15.8%
Montréal-Nord	82.2%	11.7%	13.0%	14.6%	13.1%	12.3%	17.6%
Outremont	67.3%	12.1%	7.2%	9.2%	11.5%	10.3%	16.8%
Pierrefonds-Roxboro	38.7%	6.3%	4.5%	6.1%	6.3%	7.0%	8.5%
Rivière-des-Prairies-Pointe-aux-Trembles	77.7%	10.0%	10.3%	11.9%	12.0%	14.6%	18.8%
Rosemont-La Petite-Patrie	87.4%	9.4%	20.8%	18.4%	12.2%	11.7%	14.9%
Saint-Laurent	49.3%	8.3%	7.5%	9.6%	8.4%	6.6%	9.0%
Saint-Léonard	65.0%	8.3%	9.1%	12.6%	11.6%	8.2%	15.3%
Verdun	67.8%	6.3%	14.3%	13.3%	9.6%	10.1%	14.3%
Ville-Marie	55.5%	8.2%	16.9%	9.4%	6.0%	6.6%	8.4%
Villeray-Saint-Michel-Pac-Extension	70.1%	10.2%	17.3%	14.0%	9.7%	8.7%	10.2%

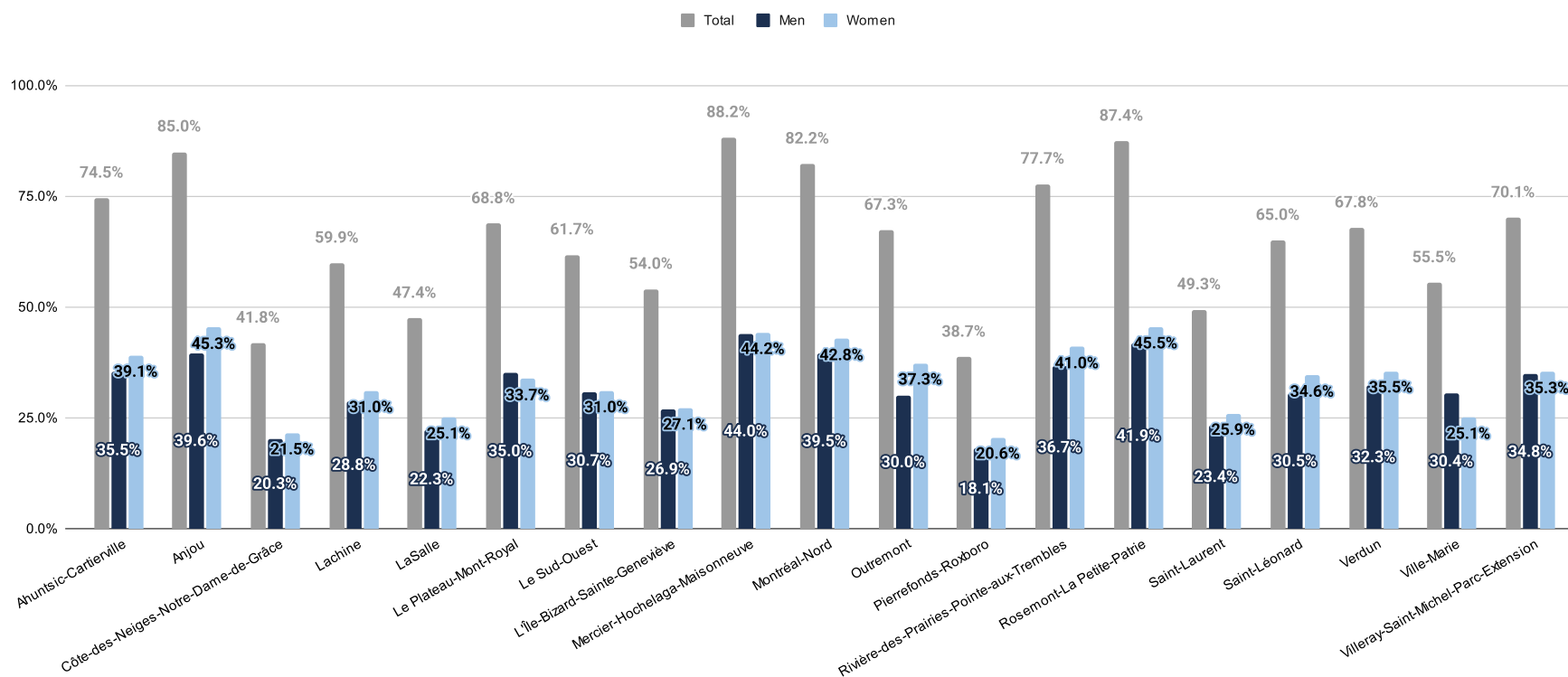
Population - Gender Structure

Among English speakers, men tend to represent a higher share of the population aged 15 and over than women in the boroughs of Montréal, with the exception of Côte-des-Neiges-Notre-Dame-de-Grâce, Lasalle, L'Île-Bizard-Sainte-Geneviève, and Verdun. The highest share of English-speaking men and women is seen in Pierrefonds-Roxboro, representing 29.6% and 29.5% of the borough's population aged 15 and over. Among French speakers, women tend to have the highest shares of the population aged 15 and over, with the exceptions of Le Plateau-Mont-Royal and Ville-Marie.

Graph 2.a: Gender Structure of the English-speaking Population aged 15 and over by Boroughs of Montréal



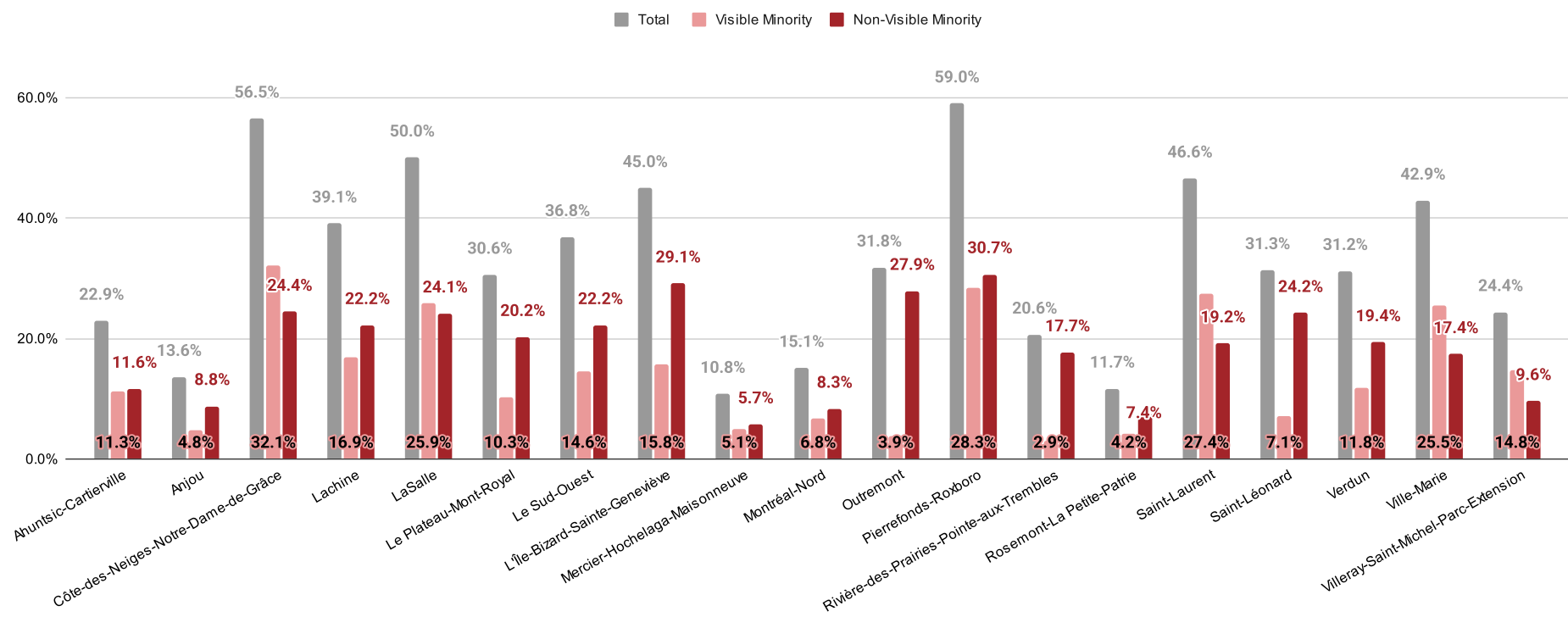
Graph 2.b: Gender Structure of the French-Speaking Population aged 15 and over by Boroughs of Montréal



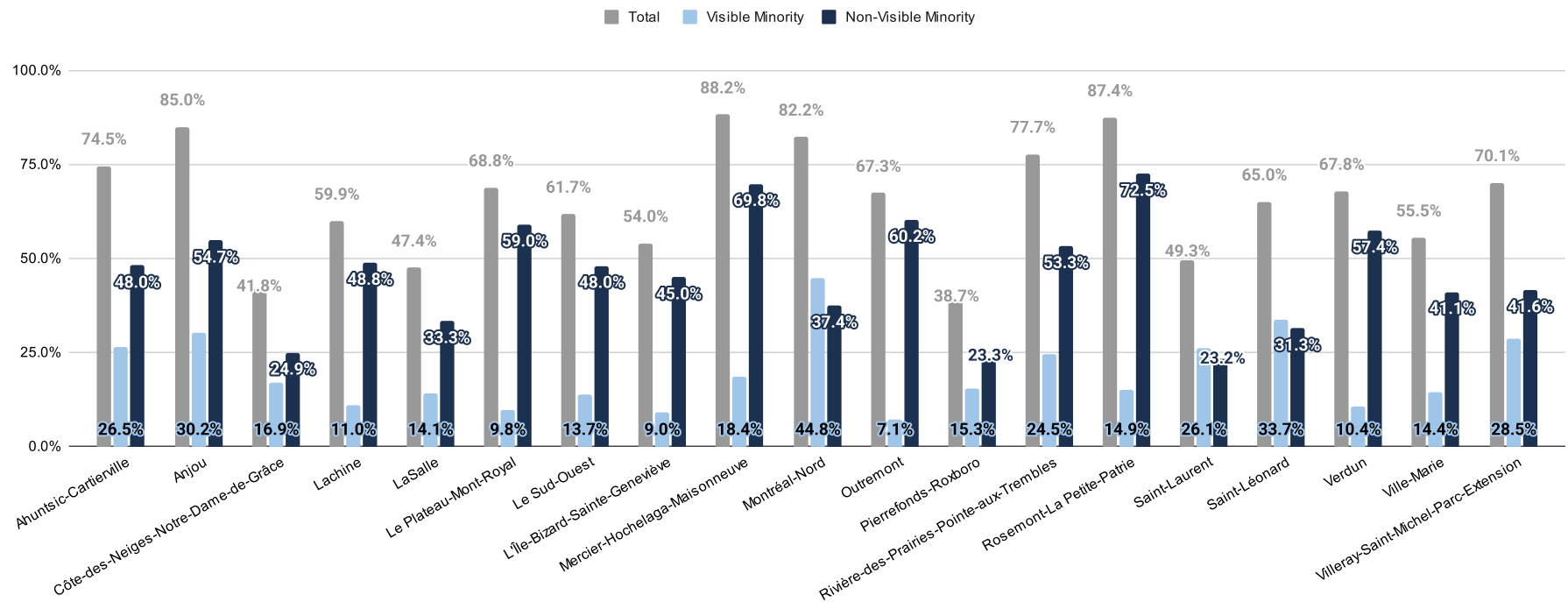
Population - Visible Minorities

Côte-des-Neiges-Notre-Dame-de-Grâce has the highest share of English-speaking visible minorities (32.1% of the borough population), while Montréal-Nord has the highest share of French-speaking visible minorities (44.8% of the borough population).

Graph 3.a: Visible Minority Structure of the English-Speaking Population aged 15 and over by Boroughs of Montréal



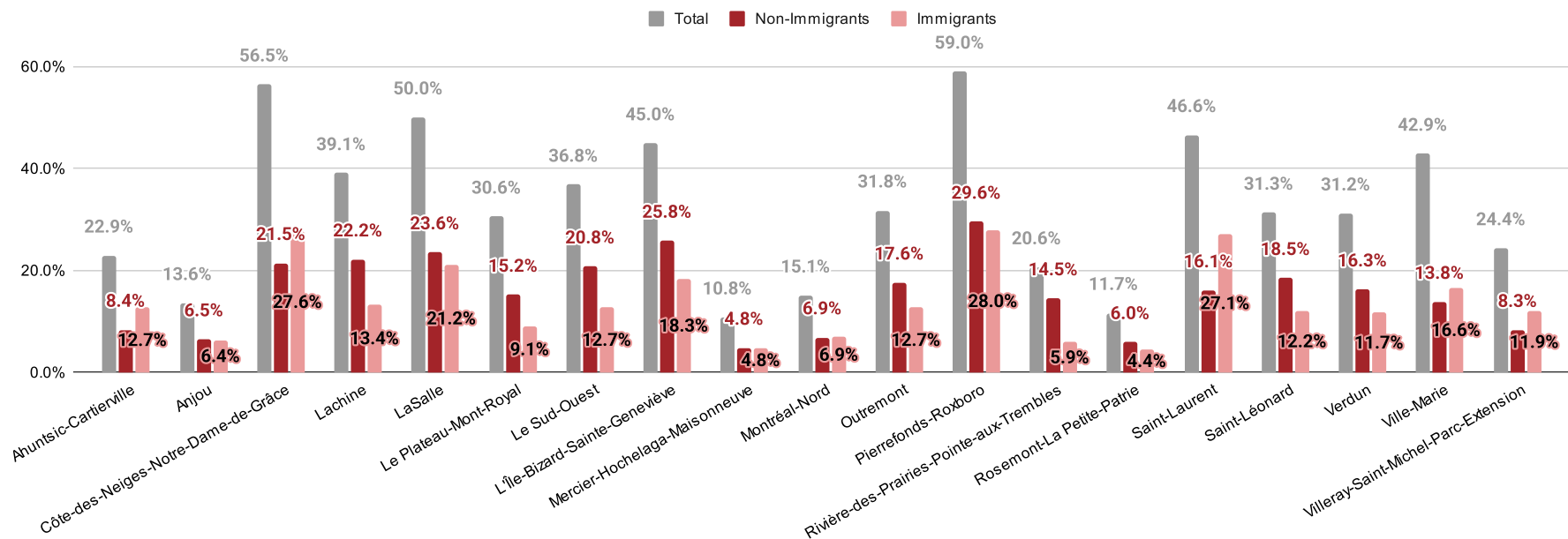
Graph 3.b: Visible Minority Structure of the French-Speaking Population aged 15 and over by Boroughs of Montréal



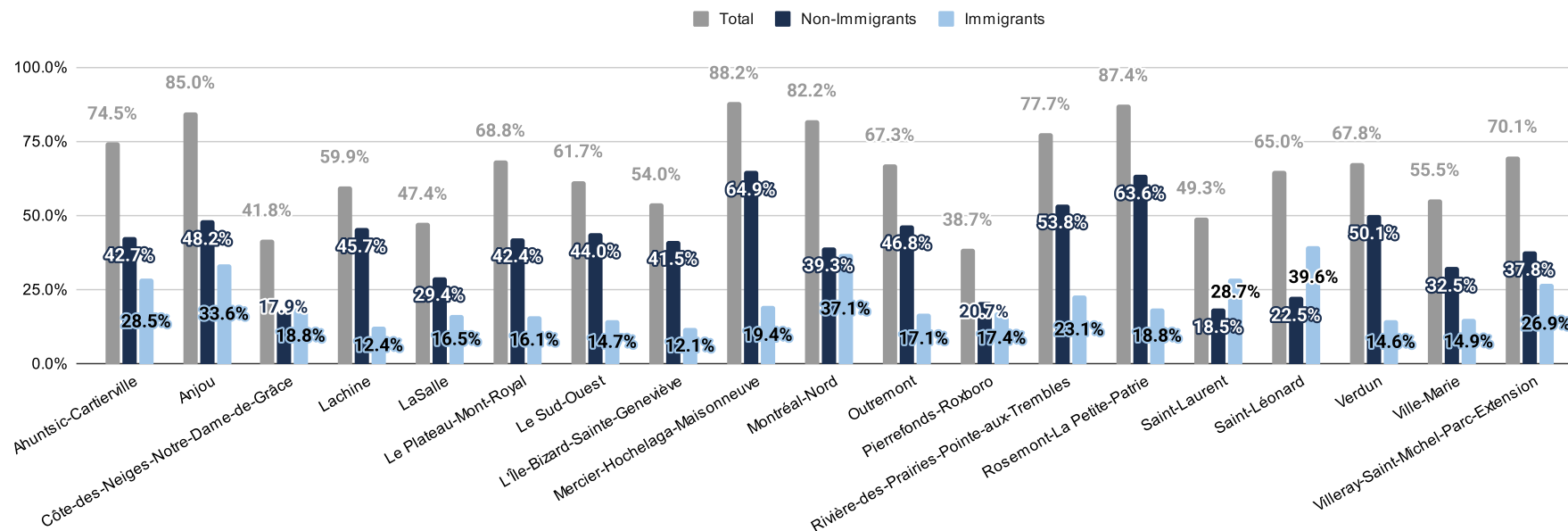
Population - Immigrant Status

Pierrefonds-Roxboro has the highest share of English-speaking immigrants (28% of the borough population), while Saint-Léonard has the highest share of French-speaking immigrants (39.6% of the borough population).

Graph 4.a: Immigrant Status of the English-Speaking Population aged 15 and over by Boroughs of Montréal



Graph 4.b: Immigrant Status of the French-Speaking Population aged 15 and over by Boroughs of Montréal





Section 3

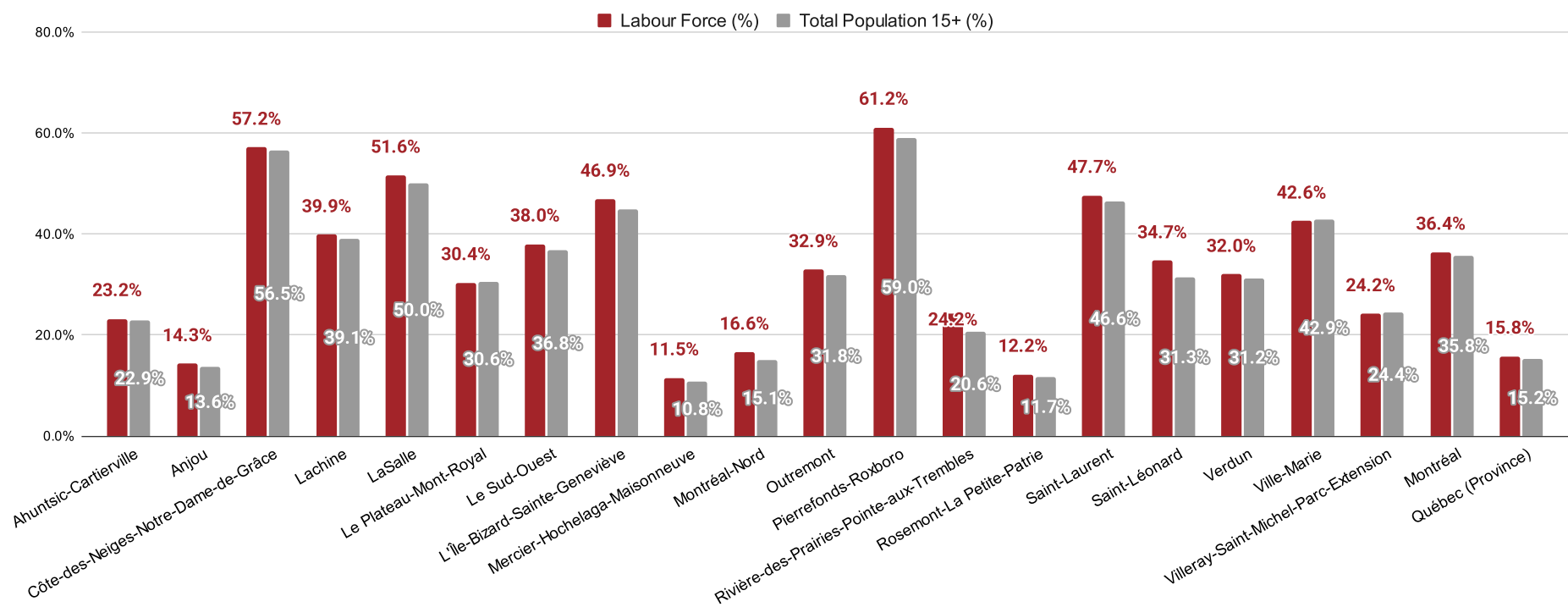
Labour Force

Labour Force

TOTAL LABOUR FORCE

A total of 311,875 English speakers are in the labour force in the boroughs of Montréal. Côte-des-Neiges-Notre-Dame-de-Grâce has the largest number of English speakers in its labour force (53,753). However, the highest English-speaking labour force share among the boroughs is in Pierrefonds-Roxboro (61.2% of the borough's labour force).

Graph 5.a: English-speaking Labour Force by Boroughs of Montréal



Graph 5.b: French-speaking Labour Force by Boroughs of Montréal

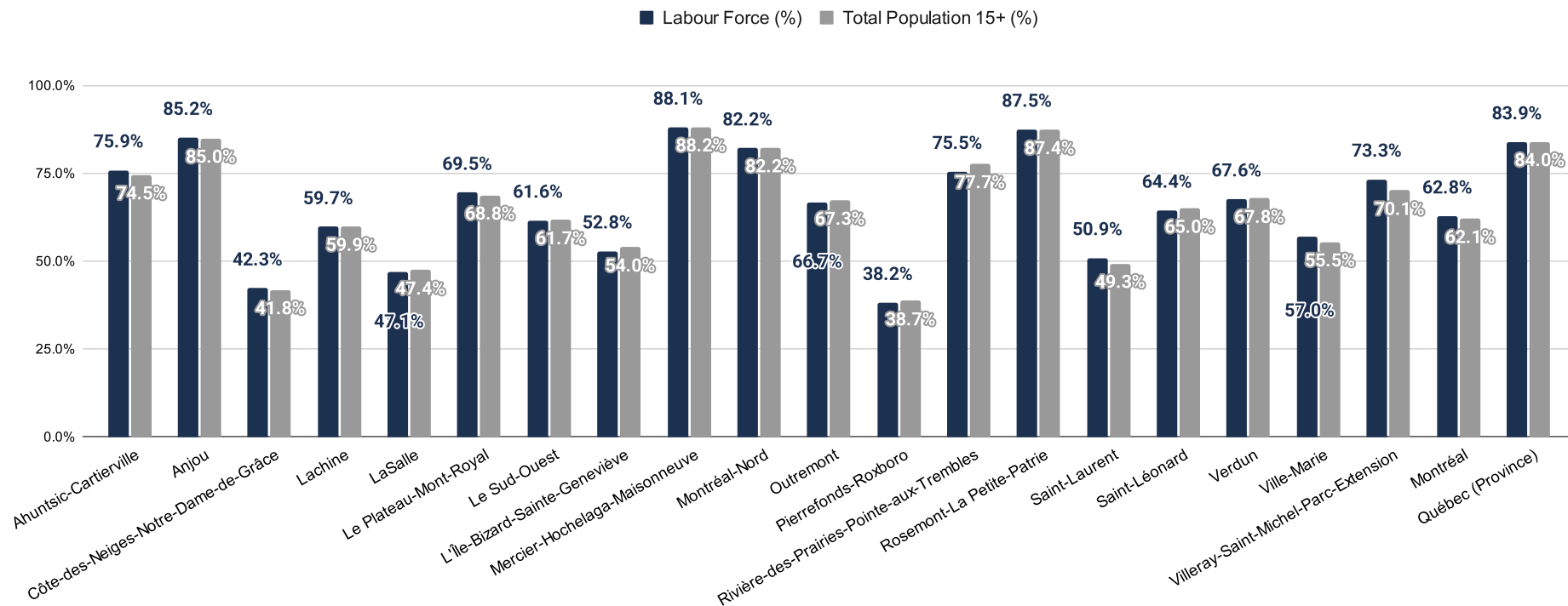


Table 3: Total Labour Force by Boroughs of Montréal

Boroughs	English Speakers	French Speakers
Ahuntsic-Cartierville	16,183	52,853
Anjou	2,983	17,753
Côte-des-Neiges-Notre-Dame-de-Grâce	53,753	39,763
Lachine	9,703	14,543
LaSalle	21,700	19,770
Le Plateau-Mont-Royal	20,725	47,430
Le Sud-Ouest	18,743	30,353
L'Île-Bizard-Sainte-Geneviève	4,790	5,395
Mercier-Hochelaga-Maisonneuve	9,010	68,835
Montréal-Nord	6,805	33,670
Outremont	3,903	7,898
Pierrefonds-Roxboro	22,970	14,340
Rivière-des-Prairies-Pointe-aux-Trembles	13,408	41,868
Rosemont-La Petite-Patrie	10,235	73,375
Saint-Laurent	24,500	26,185
Saint-Léonard	12,923	23,988
Verdun	12,873	27,208
Ville-Marie	27,515	36,840
Villeray-Saint-Michel-Pac-Extension	19,158	58,003
Montréal	394,160	679,710
Québec (Province)	699,015	3,721,250

Labour Force - Age Structure

The highest labour force shares of English-speaking youth 15-24 are found in Pierrefonds-Roxboro (8.6%), LaSalle (8%), and Côte-des-Neiges-Notre-Dame-de-Grâce (7.9%). Labour force share is highest among the 25-34 age group in the English-speaking and French-speaking populations.

Table 4.a: Age Structure of the English-Speaking Labour Force by Boroughs of Montréal

Labour Force Share (English Speakers)							
Borough	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Ahuntsic-Cartierville	23.2%	3.0%	5.3%	5.2%	5.1%	3.8%	0.9%
Anjou	14.3%	1.7%	3.0%	3.0%	3.7%	2.4%	0.4%
Côte-des-Neiges-Notre-Dame-de-Grâce	57.2%	7.9%	14.7%	13.3%	10.4%	8.0%	2.9%
Lachine	39.9%	5.0%	10.4%	8.7%	8.0%	6.2%	1.6%
LaSalle	51.6%	8.0%	12.6%	10.8%	10.4%	8.0%	1.8%
Le Plateau-Mont-Royal	30.4%	6.2%	10.5%	6.7%	4.0%	2.2%	0.8%
Le Sud-Ouest	38.0%	3.6%	14.9%	9.9%	5.1%	3.6%	1.0%
L'Île-Bizard-Sainte-Geneviève	46.9%	6.7%	7.0%	9.7%	11.8%	8.8%	2.9%
Mercier-Hochelaga-Maisonneuve	11.5%	1.5%	3.6%	2.8%	2.0%	1.4%	0.3%
Montréal-Nord	16.6%	2.6%	3.7%	3.0%	3.8%	3.0%	0.5%
Outremont	32.9%	4.6%	8.4%	7.7%	6.3%	3.2%	2.7%
Pierrefonds-Roxboro	61.2%	8.6%	11.1%	12.2%	13.7%	12.4%	3.0%
Rivière-des-Prairies-Pointe-aux-Trembles	24.2%	3.5%	4.4%	4.5%	6.2%	4.8%	0.8%
Rosemont-La Petite-Patrie	12.2%	1.1%	4.0%	3.5%	2.0%	1.3%	0.3%
Saint-Laurent	47.7%	6.1%	10.3%	10.8%	10.9%	7.2%	2.2%
Saint-Léonard	34.7%	5.2%	6.8%	5.3%	8.3%	7.8%	1.3%
Verdun	32.0%	2.8%	10.2%	8.7%	4.9%	4.1%	1.4%
Ville-Marie	42.6%	7.6%	17.6%	8.2%	4.4%	3.2%	1.6%
Villeray-Saint-Michel-Pac-Extension	24.2%	3.6%	6.8%	5.5%	4.6%	3.2%	0.5%
Montréal	36.4%	5.0%	9.1%	7.9%	7.0%	5.6%	1.9%
Québec (Province)	15.8%	2.1%	3.6%	3.6%	3.2%	2.5%	0.8%

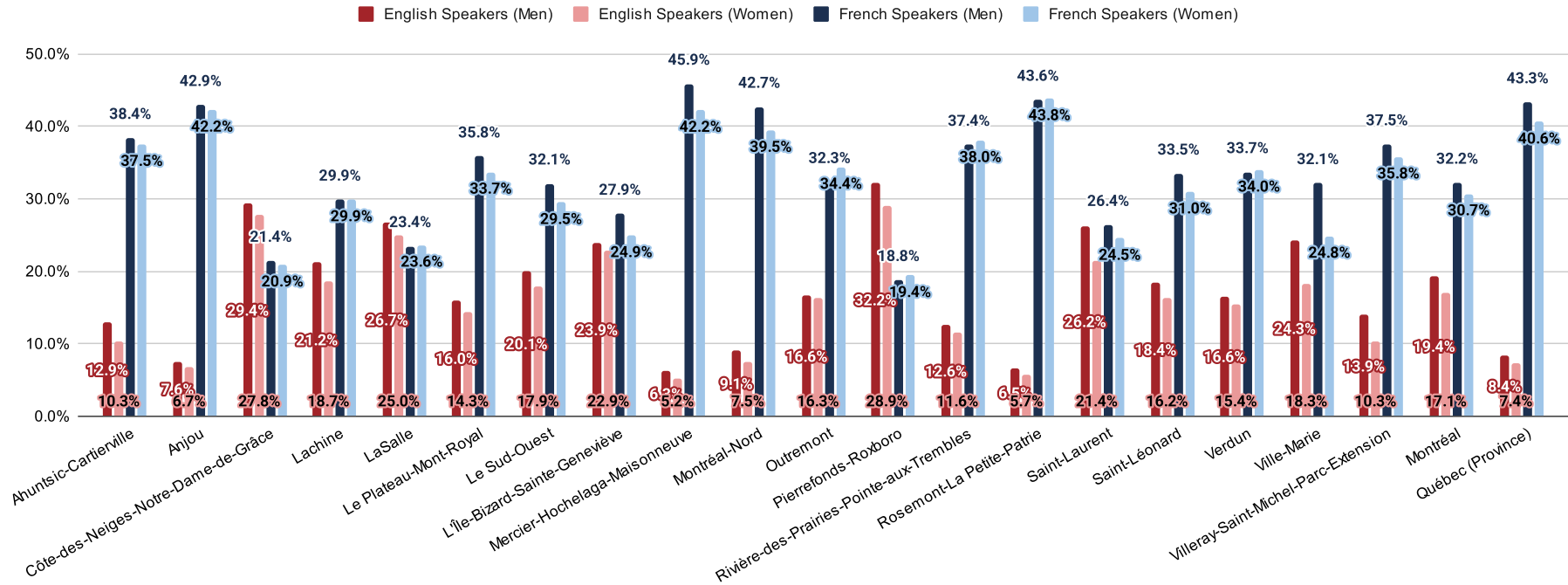
Table 4.b: Age Structure of the French-Speaking Labour Force by Boroughs of Montréal

Labour Force Share (French Speakers)							
Borough	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Ahuntsic-Cartierville	75.9%	8.7%	17.1%	18.8%	15.8%	12.0%	3.5%
Anjou	85.2%	10.2%	15.2%	19.6%	20.2%	15.6%	4.3%
Côte-des-Neiges-Notre-Dame-de-Grâce	42.3%	7.5%	10.6%	9.0%	7.6%	5.6%	2.1%
Lachine	59.7%	6.6%	11.8%	14.2%	13.4%	11.1%	2.6%
LaSalle	47.1%	5.2%	9.5%	11.0%	10.3%	8.6%	2.4%
Le Plateau-Mont-Royal	69.5%	8.8%	24.6%	16.3%	10.2%	7.3%	2.3%
Le Sud-Ouest	61.6%	6.0%	22.0%	14.8%	9.3%	7.8%	1.7%
L'Île-Bizard-Sainte-Geneviève	52.8%	6.6%	7.0%	10.6%	11.7%	13.2%	3.8%
Mercier-Hochelaga-Maisonneuve	88.1%	9.5%	25.5%	22.6%	15.4%	12.3%	2.8%
Montréal-Nord	82.2%	10.5%	17.2%	20.1%	17.4%	13.2%	3.7%
Outremont	66.7%	8.8%	9.6%	12.8%	15.8%	12.7%	7.0%
Pierrefonds-Roxboro	38.2%	5.2%	5.8%	8.3%	8.7%	8.0%	2.2%
Rivière-des-Prairies-Pointe-aux-Trembles	75.5%	9.4%	14.0%	16.7%	16.7%	15.3%	3.4%
Rosemont-La Petite-Patrie	87.5%	8.4%	26.8%	23.9%	15.3%	10.7%	2.5%
Saint-Laurent	50.9%	6.8%	9.7%	12.9%	11.4%	7.8%	2.3%
Saint-Léonard	64.4%	7.7%	12.0%	16.7%	16.1%	9.4%	2.5%
Verdun	67.6%	5.4%	19.0%	17.6%	12.2%	10.0%	3.5%
Ville-Marie	57.0%	7.5%	22.0%	12.1%	7.2%	6.0%	2.2%
Villeray-Saint-Michel-Pac-Extension	73.3%	8.9%	23.2%	18.2%	12.2%	8.8%	2.0%
Montréal	62.8%	7.5%	16.3%	15.1%	12.0%	9.3%	2.7%
Québec (Province)	83.9%	10.9%	17.2%	18.9%	17.1%	15.6%	4.2%

Labour Force - Gender Structure

For English speakers, men represent a higher share of the labour force than women in all the boroughs of Montréal. The highest share of the labour force among English-speaking men and women is seen in the Pierrefonds-Roxboro borough, where English-speaking men occupy 32.2% of the borough’s labour force while English-speaking women occupy 28.9% of the borough labour force. For French speakers, men tend to represent a higher proportion of the labour force than women in most of the boroughs, with the highest share for men seen in Mercier-Hochelaga-Maisonneuve (45.9%) and for women in Rosemont-La Petite-Patrie (43.8%).

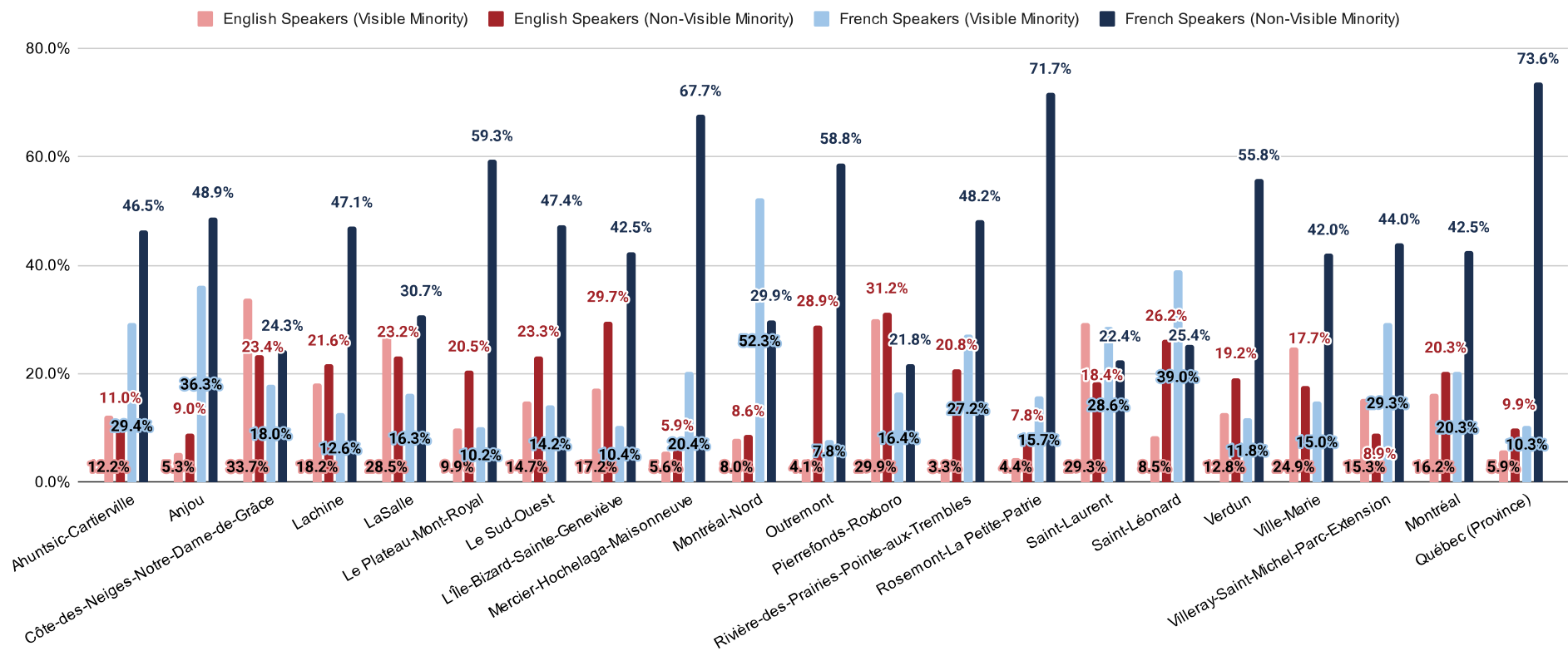
Graph 6: Gender Structure of the Labour Force by Boroughs of Montréal



Labour Force - Visible Minority Structure

The boroughs with the highest shares of English-speaking visible minorities in the labour force are Côte-des-Neiges-Notre-Dame-de-Grâce (33.7%), Pierrefonds-Roxboro (29.9%), and Saint-Laurent (29.3%). The boroughs with the highest shares of French-speaking visible minorities are Montréal-Nord (52.3%), followed by Saint-Léonard (39%) and Anjou (36.3%).

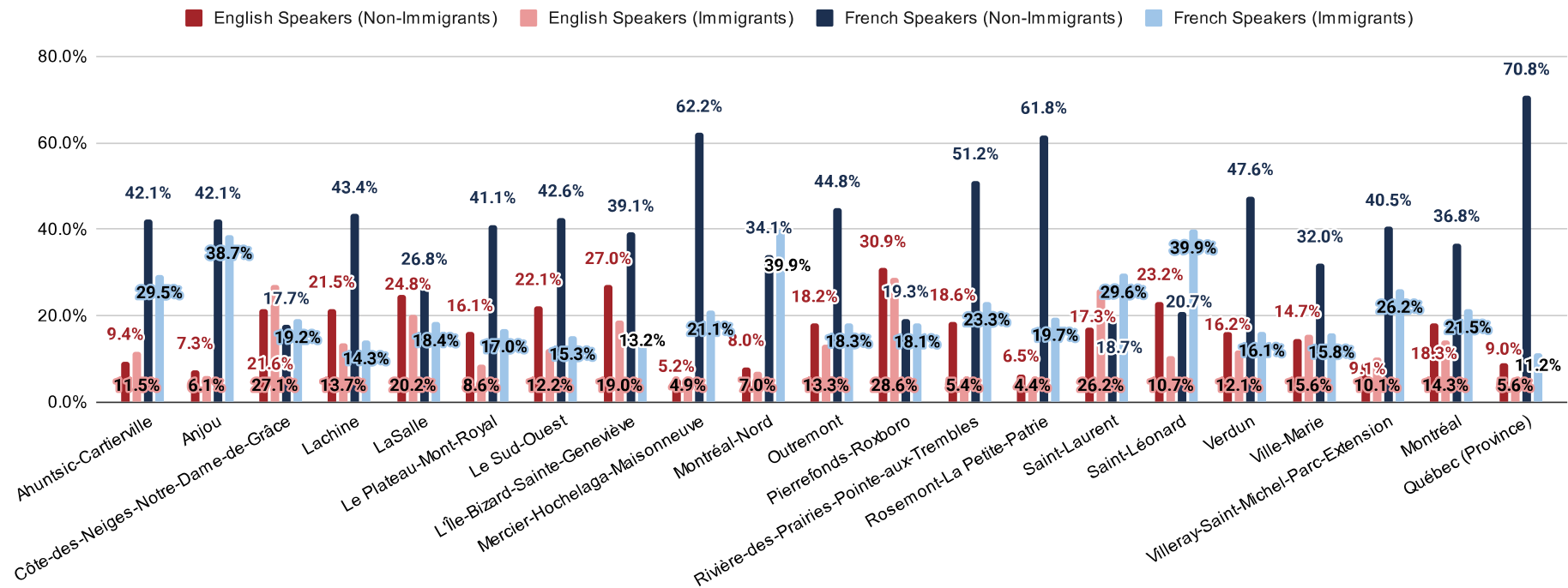
Graph 7: Visible Minority Structure of the Labour Force by Boroughs of Montréal



Labour Force - Immigrant Status

The boroughs with the highest shares of English-speaking immigrants in the labour force are Pierrefonds-Roxboro (28.6%), Côte-des-Neiges-Notre-Dame-de-Grâce (27.1%), and Saint-Laurent (26.2%). The boroughs with the highest shares of French-speaking immigrants are Saint-Léonard and Montréal-Nord with 39.9% each, followed by Anjou (38.7%).

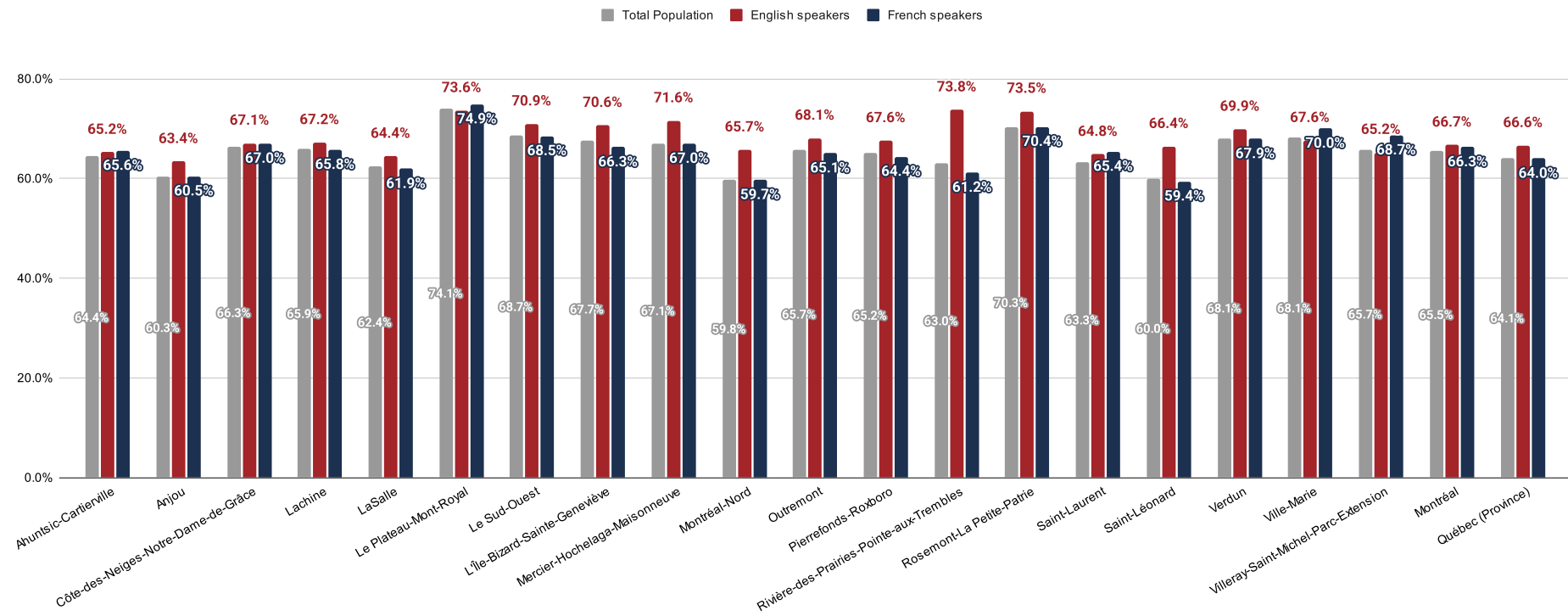
Graph 8: Immigrant Status of the Labour Force by Boroughs of Montréal



LABOUR FORCE PARTICIPATION RATE

Across the boroughs, English speakers have fairly similar labour force participation rates compared to French speakers. The highest labour force participation rates among English speakers are seen in Rivière-des-Prairies-Pointe-aux-Trembles (73.8%), Le Plateau-Mont-Royal (73.6%) and Rosemont-La Petite-Patrie (73.5%).

Graph 9: Labour Force Participation Rate by Boroughs of Montréal



Labour Force Participation - Age Structure

Labour force participation rates are relatively high among the 25-54 age group for both linguistic populations. Youth aged 15-24 tend to have lower participation rates, with English-speaking youth in Rivière-des-Prairies-Pointe-aux-Trembles having the highest labour force participation rate for youth within the boroughs (65.7%).

Table 5.a: Age Structure of Labour Force Participation Rates for English Speakers by Boroughs of Montréal

Labour Force Participation Rate (English Speakers)							
Borough	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Ahuntsic-Cartierville	65.2%	58.0%	83.5%	83.6%	81.5%	68.9%	14.4%
Anjou	63.4%	51.5%	85.5%	85.3%	90.1%	63.0%	9.8%
Côte-des-Neiges-Notre-Dame-de-Grâce	67.1%	58.3%	82.7%	83.9%	82.3%	71.0%	20.4%
Lachine	67.2%	59.1%	84.2%	82.7%	83.4%	70.0%	16.7%
LaSalle	64.4%	61.8%	83.1%	82.9%	85.1%	67.8%	12.2%
Le Plateau-Mont-Royal	73.6%	62.6%	82.5%	87.5%	88.0%	66.5%	24.8%
Le Sud-Ouest	70.9%	56.7%	86.9%	85.8%	77.8%	60.5%	15.9%
L'Île-Bizard-Sainte-Geneviève	70.6%	57.9%	87.5%	86.4%	86.7%	73.3%	29.4%
Mercier-Hochelaga-Maisonneuve	71.6%	63.0%	87.0%	86.7%	84.5%	63.9%	14.2%
Montréal-Nord	65.7%	58.5%	79.7%	78.5%	81.9%	69.9%	14.1%
Outremont	68.1%	42.4%	81.9%	86.3%	90.1%	84.3%	37.0%
Pierrefonds-Roxboro	67.6%	58.1%	83.3%	85.3%	86.3%	75.0%	19.6%
Rivière-des-Prairies-Pointe-aux-Trembles	73.8%	65.7%	86.6%	89.5%	91.0%	73.2%	19.9%
Rosemont-La Petite-Patrie	73.5%	57.8%	87.7%	88.4%	85.2%	63.7%	18.3%
Saint-Laurent	64.8%	54.5%	82.3%	80.7%	82.3%	71.6%	17.3%
Saint-Léonard	66.4%	61.3%	87.2%	83.9%	84.5%	72.6%	14.6%
Verdun	69.9%	56.4%	85.7%	85.2%	80.0%	68.3%	20.9%
Ville-Marie	67.6%	56.4%	80.9%	82.8%	75.2%	63.7%	22.4%
Villeray-Saint-Michel-Pac-Extension	65.2%	63.8%	82.1%	78.6%	76.0%	61.1%	10.4%
Montréal	66.7%	57.5%	83.6%	84.4%	83.6%	70.8%	19.8%
Québec (Province)	66.6%	57.7%	83.7%	85.3%	84.7%	70.0%	18.3%

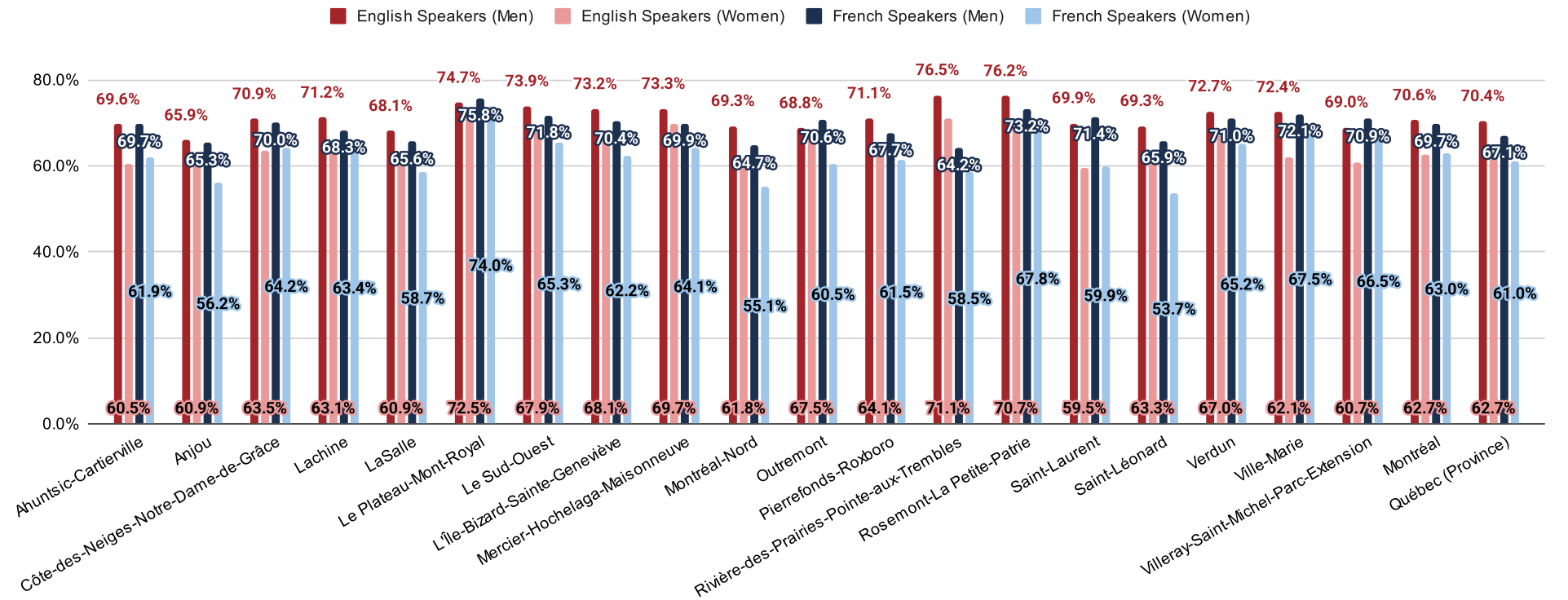
Table 5.b: Age Structure of Labour Force Participation Rates for French Speakers by Boroughs of Montréal

Labour Force Share (French Speakers)							
Borough	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Ahuntsic-Cartierville	65.6%	57.2%	86.2%	87.4%	87.5%	69.2%	14.6%
Anjou	60.5%	57.6%	84.7%	84.4%	88.0%	70.0%	11.8%
Côte-des-Neiges-Notre-Dame-de-Grâce	67.0%	56.3%	83.5%	86.3%	88.0%	74.2%	19.6%
Lachine	65.8%	59.3%	86.0%	87.7%	87.0%	66.6%	15.0%
LaSalle	61.9%	54.6%	85.0%	85.9%	87.8%	68.8%	13.2%
Le Plateau-Mont-Royal	74.9%	65.0%	90.6%	92.6%	88.9%	69.3%	18.7%
Le Sud-Ouest	68.5%	56.3%	89.4%	87.7%	80.1%	61.6%	12.6%
L'Île-Bizard-Sainte-Geneviève	66.3%	57.0%	88.5%	91.1%	91.9%	74.8%	20.4%
Mercier-Hochelaga-Maisonneuve	67.0%	62.9%	86.8%	87.9%	85.4%	62.6%	11.8%
Montréal-Nord	59.7%	53.8%	79.3%	82.2%	79.8%	64.3%	12.5%
Outremont	65.1%	47.7%	87.0%	91.3%	90.0%	80.4%	27.5%
Pierrefonds-Roxboro	64.4%	54.5%	83.4%	88.1%	90.6%	74.0%	16.7%
Rivière-des-Prairies-Pointe-aux-Trembles	61.2%	59.2%	85.5%	88.1%	87.6%	65.7%	11.3%
Rosemont-La Petite-Patrie	70.4%	62.9%	90.5%	91.4%	88.0%	64.2%	11.7%
Saint-Laurent	65.4%	52.1%	82.1%	85.5%	85.8%	74.8%	16.4%
Saint-Léonard	59.4%	55.6%	79.0%	79.8%	83.2%	68.7%	9.9%
Verdun	67.9%	58.5%	90.4%	90.5%	86.6%	67.3%	16.5%
Ville-Marie	70.0%	61.9%	88.6%	88.0%	81.8%	62.3%	18.2%
Villeray-Saint-Michel-Pac-Extension	68.7%	57.4%	87.9%	85.5%	82.8%	66.4%	12.7%
Montréal	66.3%	57.7%	87.0%	87.6%	86.1%	67.7%	14.6%
Québec (Province)	64.0%	67.1%	88.5%	90.3%	88.7%	65.2%	13.5%

Labour Force Participation - Gender Structure

Within both linguistic communities, men have higher labour force participation rates than women in all the boroughs of Montréal. Labour force participation rates among English-speaking men and women are highest in the boroughs of Rivière-des-Prairies-Pointe-aux-Trembles (76.5% men, 71.1% women), Rosemont-La Petite-Patrie (76.2% men, 70.7% women), and Le Plateau-Mont-Royal (74.7% men, 72.5% women).

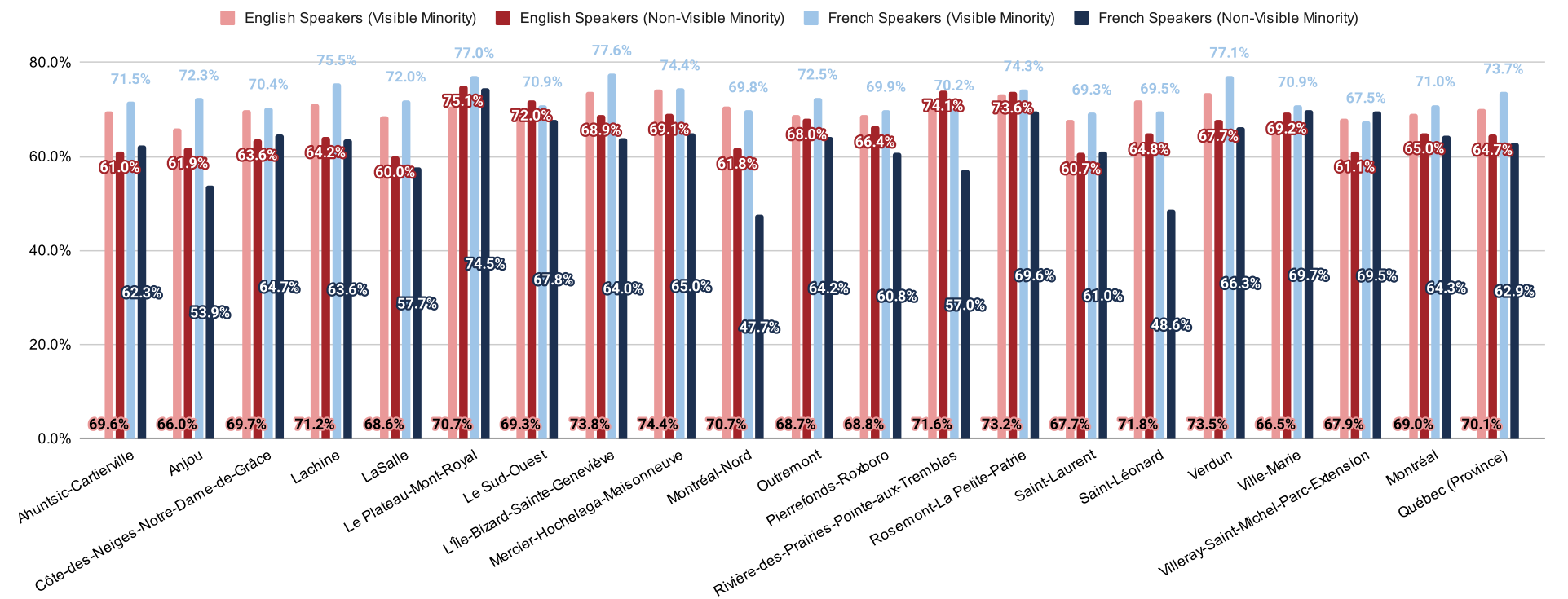
Graph 10: Gender Structure of the Labour Force Participation by Boroughs of Montréal



Labour Force Participation - Visible Minority Structure

Labour force participation rates among English-speaking visible minorities are highest in Mercier-Hochelaga-Maisonneuve (74.4%), L’Île-Bizard-Sainte-Geneviève (73.8%) and Verdun (73.5%). For French-speaking visible minorities, the highest labour force participation rates are in L’Île-Bizard-Sainte-Geneviève (77.6%), Verdun (77.1%) and Le Plateau-Mont-Royal (77%).

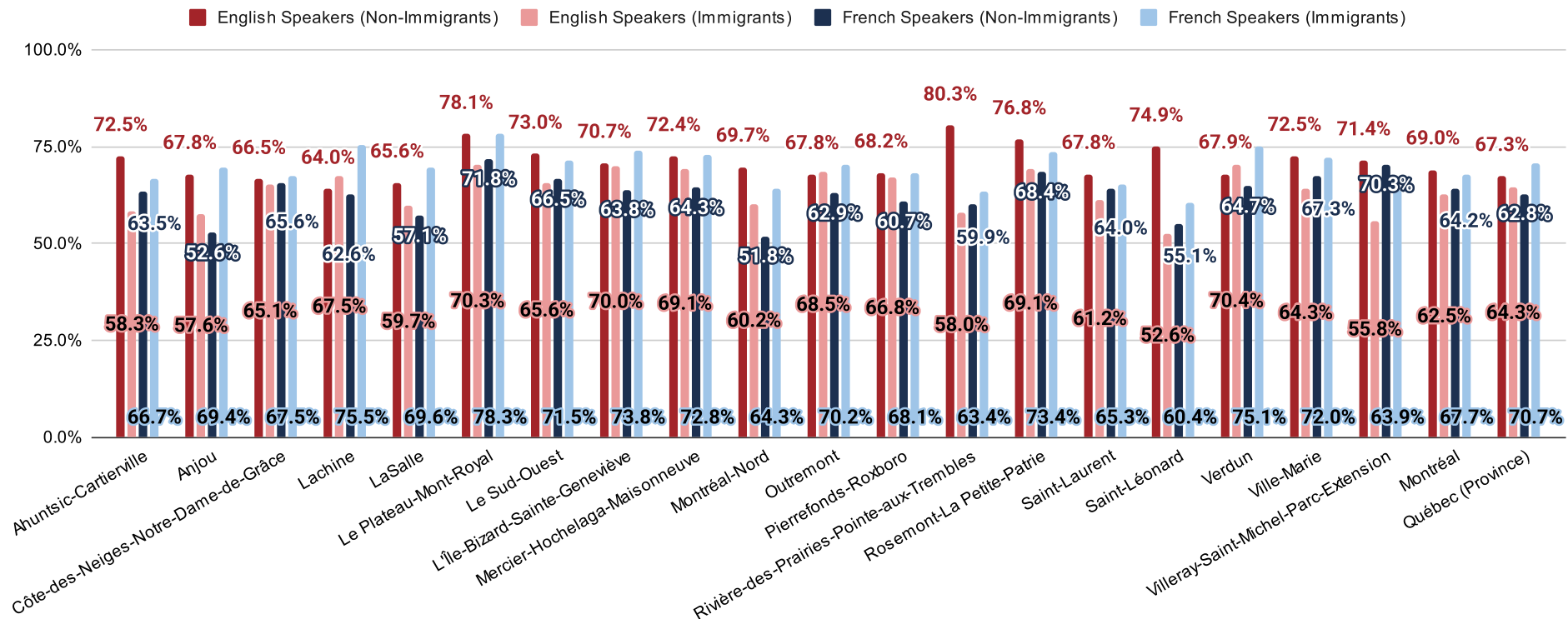
Graph 11: Visible Minority Structure of the Labour Force Participation by Boroughs of Montréal



Labour Force Participation - Immigrant Status

Labour force participation rates for English-speaking immigrants are highest in Verdun (70.4%), Le Plateau-Mont-Royal (70.3%), and L'Île-Bizard-Sainte-Geneviève (70%). Among French-speaking immigrants, the highest labour force participation rates are seen in Le Plateau-Mont-Royal (78.3%), Lachine (75.5%), and Verdun (75.1%).

Graph 12: Immigrant Status of the Labour Force Participation by Boroughs of Montréal





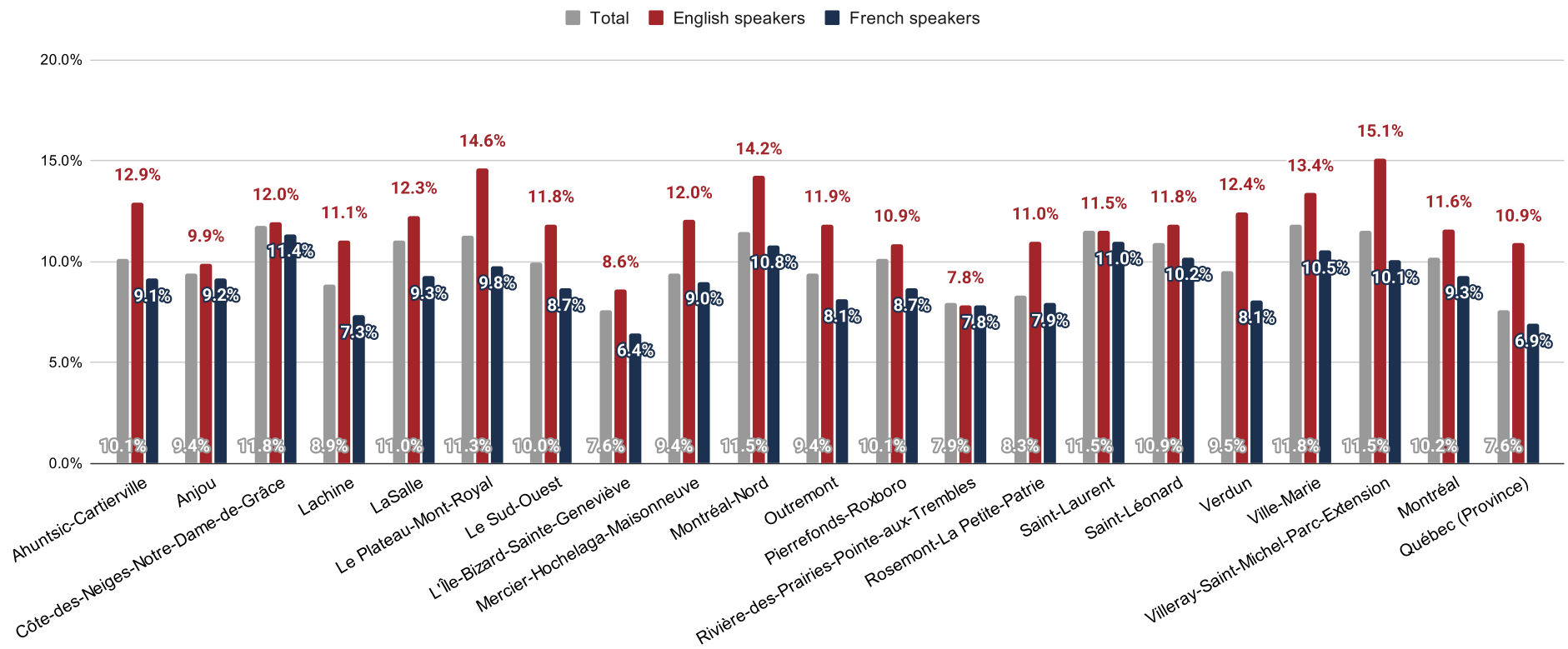
Section 4

Unemployment

UNEMPLOYMENT RATE

In almost all of the boroughs of Montréal, English speakers have higher unemployment rates than French speakers, with the highest unemployment rates among English speakers recorded in Villeray-Saint-Michel-Parc-Extension (15.1%), Le Plateau-Mont-Royal (14.6%) and Montréal-Nord (14.2%). Rivière-des-Prairies-Pointe-aux-Trembles, is an exception; in this borough, where English and French speakers experience the same unemployment rate (7.8%).

Graph 13: Unemployment Rate by Boroughs of Montréal



Unemployment Rate - Age Structure

Among both linguistic populations, youth aged 15-24 and mature workers aged 65 and over tend to have significantly higher unemployment rates than the other age groups. The highest unemployment rates among English-speaking youth are observed in Le Plateau-Mont-Royal (29.6%), Ville-Marie (23.4%), and Verdun (21.4%).

Table 6.a: Age Structure of Unemployment Rate for English Speakers by Boroughs of Montréal

Unemployment Rate (English Speakers)							
Borough	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Ahuntsic-Cartierville	12.9%	17.4%	11.8%	9.8%	12.9%	14.3%	18.3%
Anjou	9.9%	13.5%	9.7%	9.2%	9.6%	8.3%	17.1%
Côte-des-Neiges-Notre-Dame-de-Grâce	12.0%	15.9%	10.7%	12.1%	10.3%	12.0%	12.9%
Lachine	11.1%	9.1%	10.9%	11.0%	10.3%	11.9%	19.4%
LaSalle	12.3%	16.7%	11.6%	10.7%	9.3%	13.7%	17.6%
Le Plateau-Mont-Royal	14.6%	29.6%	10.4%	10.0%	11.4%	12.2%	16.0%
Le Sud-Ouest	11.8%	19.3%	9.6%	10.8%	12.4%	14.3%	18.8%
L'Île-Bizard-Sainte-Genève	8.6%	15.4%	11.5%	5.8%	6.6%	8.9%	3.3%
Mercier-Hochelaga-Maisonneuve	12.0%	16.4%	9.7%	11.1%	11.4%	14.4%	17.1%
Montréal-Nord	14.2%	16.2%	14.6%	15.4%	10.1%	14.6%	22.8%
Outremont	11.9%	16.9%	17.6%	7.7%	5.3%	13.3%	11.5%
Pierrefonds-Roxboro	10.9%	18.9%	10.6%	9.2%	8.1%	9.1%	15.3%
Rivière-des-Prairies-Pointe-aux-Trembles	7.8%	11.8%	5.9%	6.6%	5.3%	9.5%	16.0%
Rosemont-La Petite-Patrie	11.0%	11.1%	11.2%	10.3%	11.4%	11.0%	8.8%
Saint-Laurent	11.5%	18.0%	10.2%	9.4%	9.8%	13.0%	13.9%
Saint-Léonard	11.8%	16.5%	11.5%	11.9%	10.0%	10.7%	17.1%
Verdun	12.4%	21.4%	12.1%	8.4%	13.5%	13.3%	15.9%
Ville-Marie	13.4%	23.4%	10.5%	11.8%	13.1%	11.5%	11.2%
Villeray-Saint-Michel-Pac-Extension	15.1%	13.7%	13.6%	14.4%	16.6%	18.4%	18.5%
Montréal	11.6%	18.4%	10.9%	10.0%	9.5%	11.2%	12.1%
Québec (Province)	10.9%	17.4%	10.6%	9.0%	8.6%	10.8%	12.7%

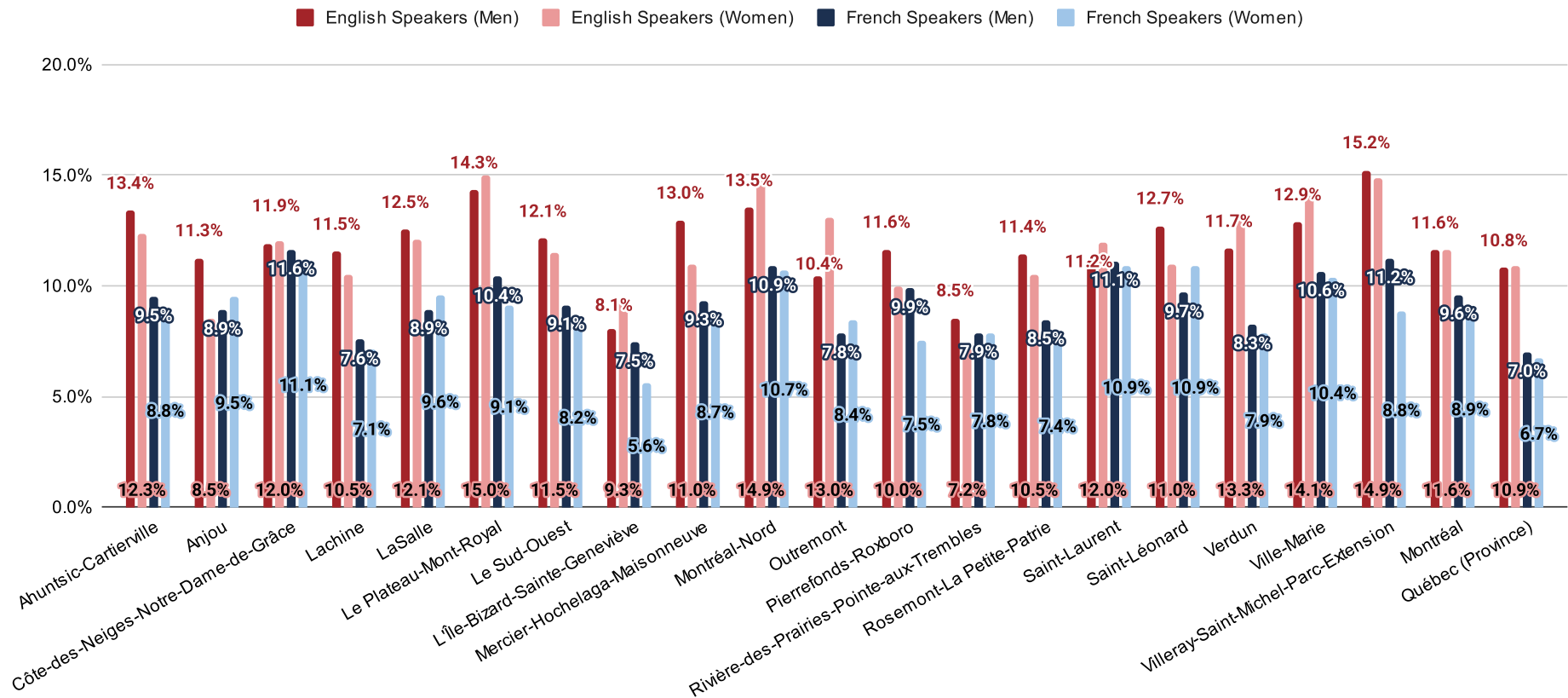
Table 6.b: Age Structure of Unemployment Rate for French Speakers by Boroughs of Montréal

Unemployment Rate (French Speakers)							
Borough	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Ahuntsic-Cartierville	9.1%	16.3%	8.0%	7.5%	6.8%	8.4%	19.0%
Anjou	9.2%	14.9%	8.7%	7.8%	6.3%	7.6%	22.7%
Côte-des-Neiges-Notre-Dame-de-Grâce	11.4%	20.2%	10.9%	9.1%	8.3%	8.5%	9.9%
Lachine	7.3%	11.5%	6.9%	6.7%	4.3%	7.2%	17.1%
LaSalle	9.3%	17.0%	8.5%	8.4%	5.6%	7.2%	22.4%
Le Plateau-Mont-Royal	9.8%	20.5%	8.1%	7.0%	7.4%	10.5%	14.7%
Le Sud-Ouest	8.7%	18.0%	6.5%	6.4%	7.9%	10.3%	21.4%
L'Île-Bizard-Sainte-Genève	6.4%	9.7%	9.5%	3.5%	3.4%	5.2%	15.6%
Mercier-Hochelaga-Maisonneuve	9.0%	13.4%	8.0%	6.8%	7.6%	10.2%	22.9%
Montréal-Nord	10.8%	16.2%	9.4%	10.2%	8.8%	9.9%	17.9%
Outremont	8.1%	22.4%	9.7%	7.2%	4.3%	4.3%	6.9%
Pierrefonds-Roxboro	8.7%	15.2%	9.7%	7.1%	5.0%	8.3%	12.3%
Rivière-des-Prairies-Pointe-aux-Trembles	7.8%	14.8%	7.1%	6.6%	4.5%	7.2%	16.8%
Rosemont-La Petite-Patrie	7.9%	15.1%	7.0%	5.5%	7.5%	8.4%	16.7%
Saint-Laurent	11.0%	20.3%	9.3%	9.2%	7.7%	9.5%	20.9%
Saint-Léonard	10.2%	16.2%	9.0%	8.9%	9.0%	9.5%	17.0%
Verdun	8.1%	15.3%	5.5%	5.8%	9.4%	9.2%	14.4%
Ville-Marie	10.5%	19.3%	8.7%	8.0%	9.0%	12.0%	13.7%
Villeray-Saint-Michel-Pac-Extension	10.1%	14.7%	8.7%	8.2%	9.8%	11.2%	19.2%
Montréal	9.3%	16.7%	8.1%	7.3%	7.3%	8.8%	16.4%
Québec (Province)	6.9%	10.9%	5.8%	4.6%	4.6%	7.3%	18.6%

Unemployment Rate - Gender Structure

Unemployment rates among English-speaking men and women are high in boroughs such as Le Plateau-Mont-Royal, Montréal-Nord, and Villeray-Saint-Michel-Parc-Extension. English-speaking women have the highest unemployment rates in Le Plateau-Mont-Royal (15%), Montréal-Nord (14.9%) and Villeray-Saint-Michel-Parc-Extension (14.9%). Among French speakers, men have higher unemployment rates than women, with the exceptions of Anjou, LaSalle, Outremont, and Saint-Léonard.

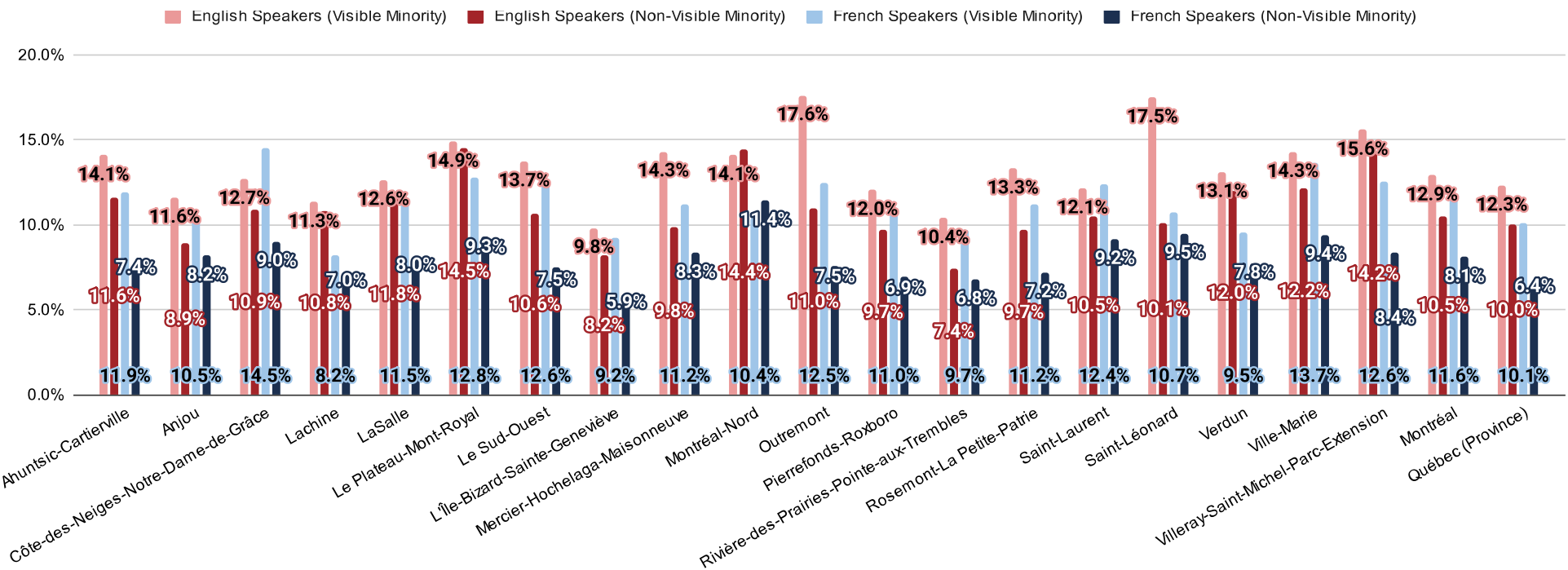
Graph 14: Gender Structure of Unemployment Rate by Boroughs of Montréal



Unemployment Rate - Visible Minorities Structure

Unemployment rates among English-speaking visible minorities are highest in Outremont (17.6%), Saint-Léonard (17.5%), and Villera-Saint-Michel-Parc-Extension (15.6%). Among French-speaking visible minorities, the unemployment rates are highest in Côte-des-Neiges-Notre-Dame-de-Grâce (14.5%), Ville-Marie (13.7%), and Le Plateau-Mont-Royal (12.8%).

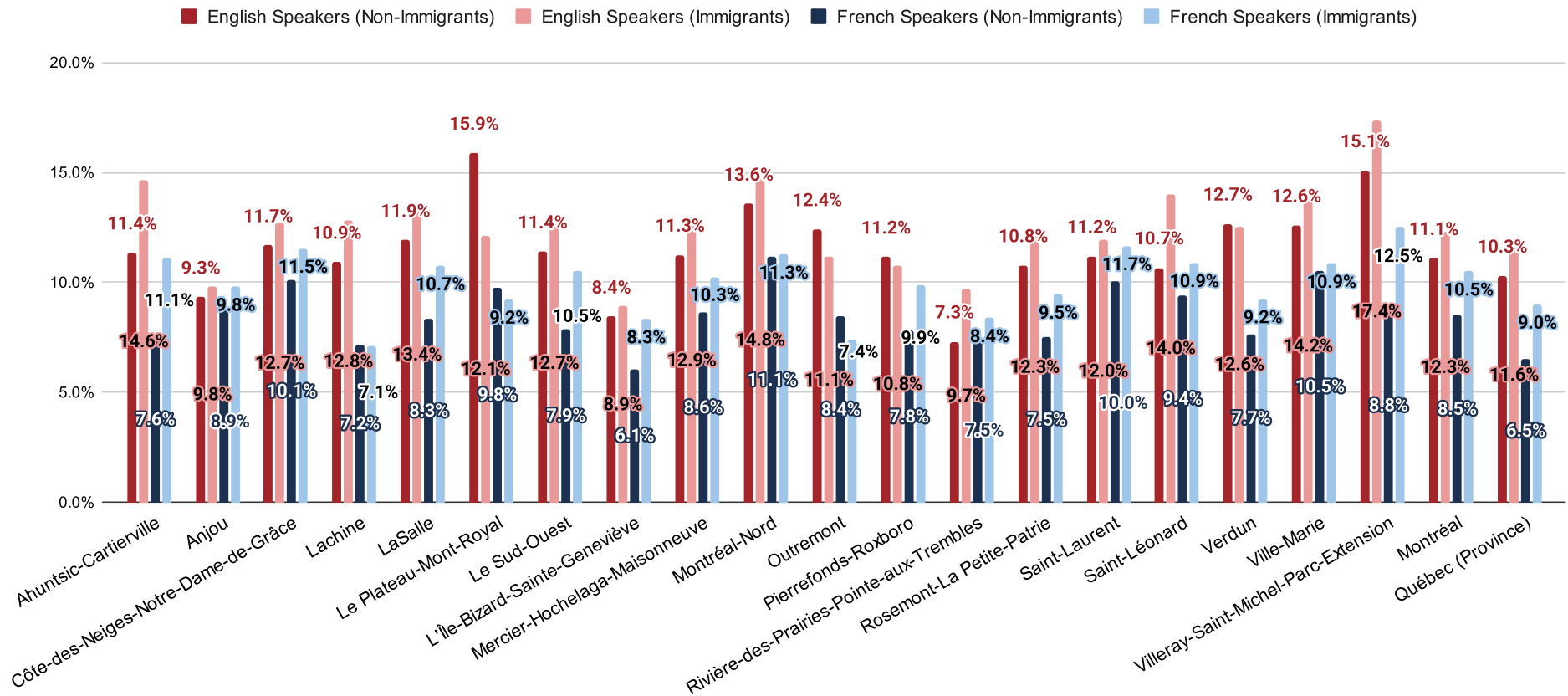
Graph 15: Visible Minority Structure of Unemployment Rate by Boroughs of Montréal

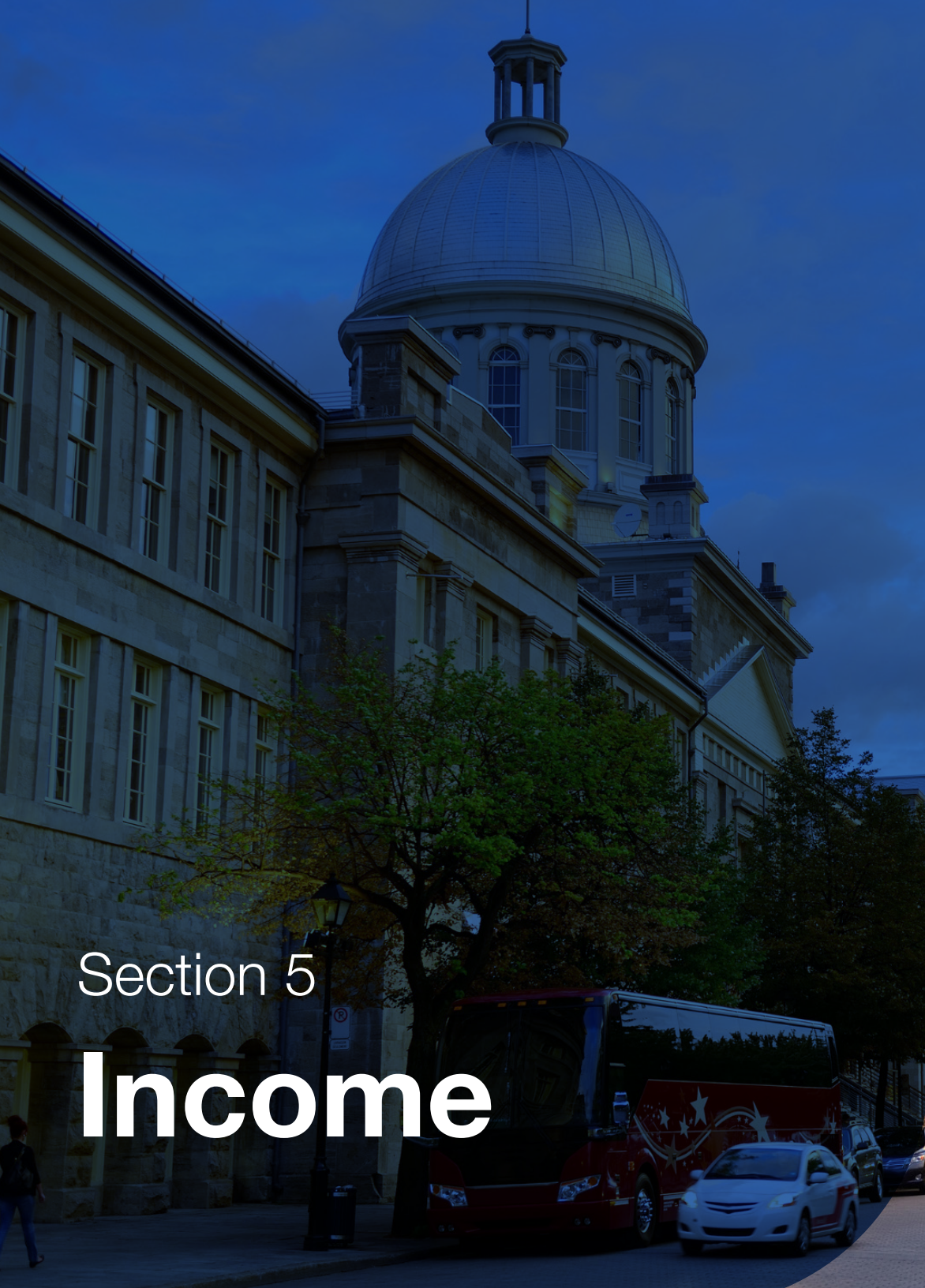


Unemployment Rate - Immigrant Status

Unemployment rates for English-speaking immigrants are highest in Villeray-Saint-Michel-Parc-Extension (17.4%), Montréal-Nord (14.8%), and Ahuntsic-Cartierville (14.6%). For French-speaking immigrants, the unemployment rates are highest in Villeray-Saint-Michel-Parc-Extension (12.5%), Saint-Laurent (11.7%), and Côte-des-Neiges-Notre-Dame-de-Grâce (11.5%).

Graph 16: Immigrant Status of Unemployment Rate by Boroughs of Montréal





Section 5

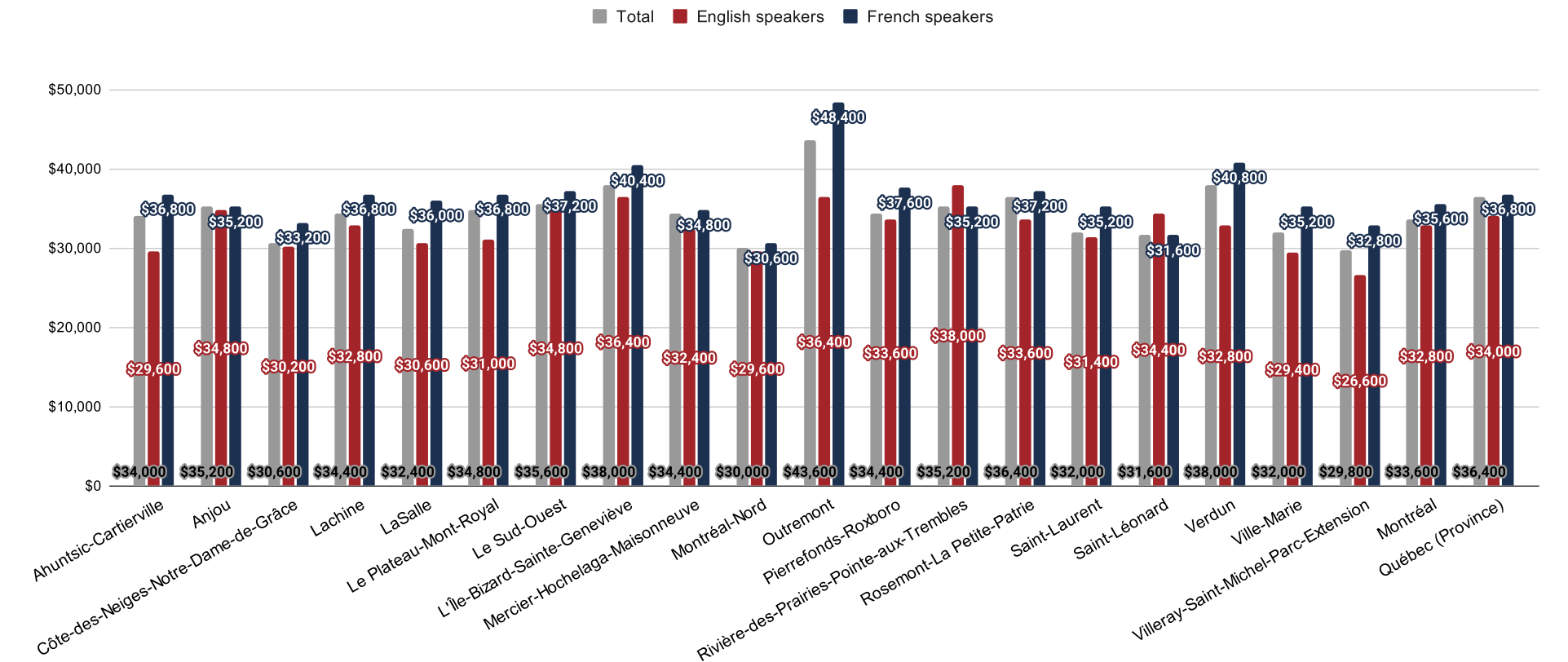
Income



AFTER-TAX INCOME²⁸

English speakers tend to earn a lower median after-tax income than French speakers in almost all of the boroughs of Montréal, with the exceptions of Rivière-des-Prairies-Pointe-aux-Trembles and Saint-Léonard. The largest gaps in median after-tax income between the two linguistic groups are in Outremont (\$12,000), Verdun (\$8,000), and Ahuntsic-Cartierville (\$7,200).

Graph 17: Median After-Tax Income by Boroughs of Montréal



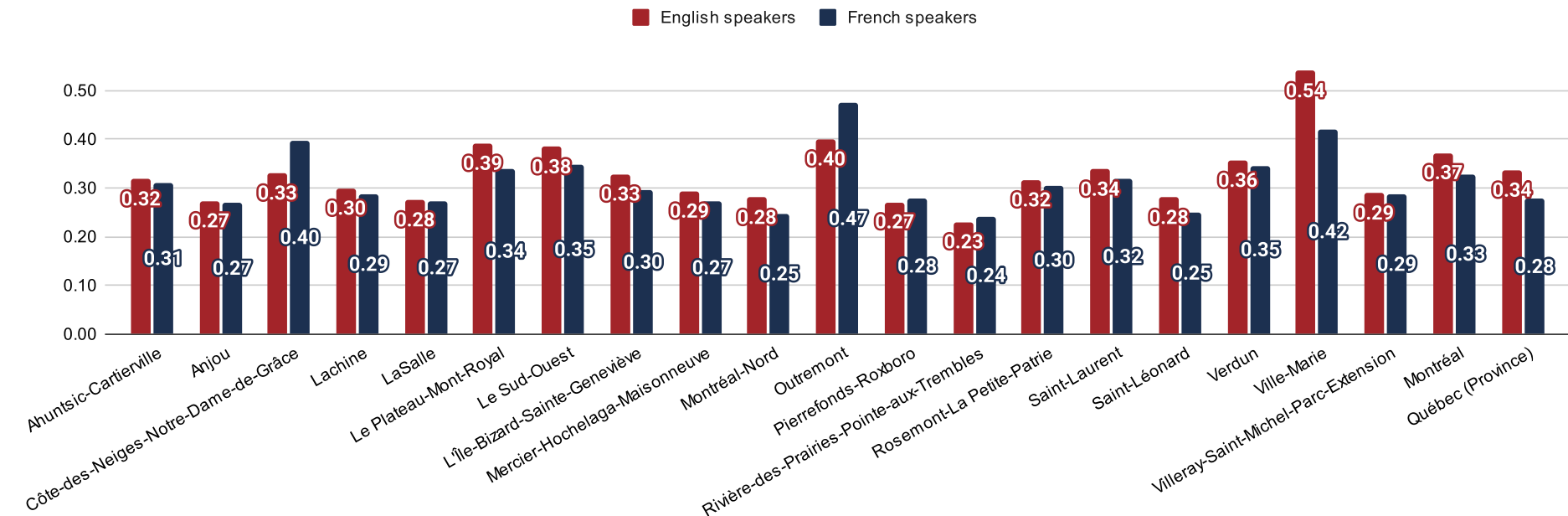
²⁸ The data in this section pertains to individuals who speak only English or only French as their first official language. Individuals who speak both official languages were not distributed among English and French speakers in the graph below. This is due to limitations on the data available.

INCOME INEQUALITY

Among the boroughs, English speakers tend to have a higher Gini index coefficient (on adjusted household after-tax income)²⁹ compared to French speakers. English speakers in Ville-Marie (0.54), Outremont (0.4), and Le Plateau-Mont-Royal (0.39) reportedly have the highest Gini coefficient index values (on adjusted household after-tax income), suggesting significant income inequality among English speakers in these boroughs.

Within the French-speaking population, Outremont also figures as one of the boroughs with the highest Gini coefficient index value at 0.47, followed by Ville-Marie (0.42) and Côte-des-Neiges-Notre-Dame-de-Grâce (0.40).

Graph 18: Gini Coefficient by Boroughs of Montréal

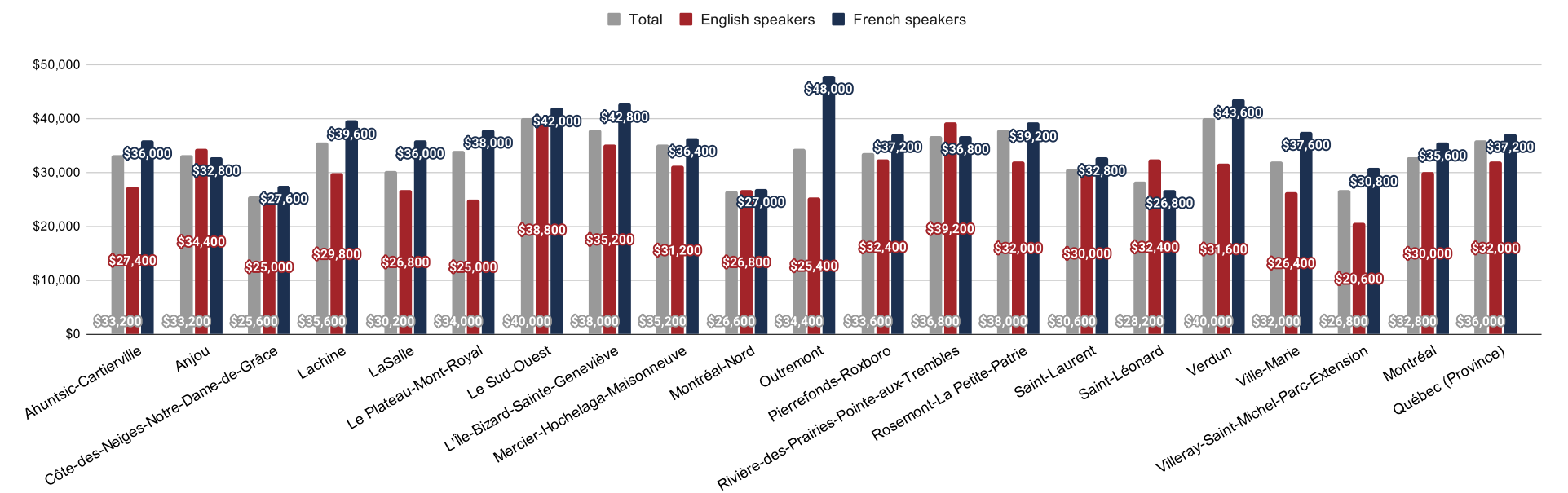


²⁹ According to the Census, the Gini coefficient, or Gini index, is a measure of inequality that indicates how equally income is distributed for a given population. The Gini coefficient values range from 0 to 1, with higher coefficient values denoting higher income inequality. A value of 0 indicates perfect income equality, meaning income is equally divided among the population, while a Gini coefficient of 1 refers to a perfectly unequal income distribution in the population.

EMPLOYMENT INCOME³⁰

English speakers earn lower median employment income than French speakers in almost all of the boroughs of Montréal, with the exceptions of Saint-Léonard, Rivière-des-Prairies-Pointe-aux-Trembles, and Anjou. The largest gaps in median employment income between the two linguistic groups are in Outremont (\$22,600), Le Plateau-Mont-Royal (\$13,000), and Verdun (\$12,000).

Graph 19: Median Employment Income by Boroughs of Montréal



³⁰ The data in this section (except for Low Income) pertains to individuals who speak only English or only French as their first official language; this is due to limitations in the data available.

Employment Income - Age Structure

Youth aged 15-24 and mature workers aged 65-74 tend to earn lower median employment incomes than other age groups. This trend is seen in both linguistic communities. Notably, French speakers aged 45-54 in Outremont are the highest earning group among the boroughs with \$96,000 in median employment income.

Table 7.a: Age Structure of Median Employment Income for English Speakers by Boroughs of Montréal

Median Employment Income (English Speakers)							
Borough	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Ahuntsic-Cartierville	\$27,400	\$8,400	\$28,800	\$34,800	\$36,400	\$34,800	\$13,300
Anjou	\$34,400	\$8,600	\$34,000	\$42,400	\$51,600	\$41,200	\$5,880
Côte-des-Neiges-Notre-Dame-de-Grâce	\$25,000	\$8,700	\$25,800	\$32,400	\$34,400	\$32,800	\$19,200
Lachine	\$29,800	\$10,200	\$32,000	\$38,800	\$44,800	\$33,600	\$14,300
LaSalle	\$26,800	\$10,100	\$28,000	\$37,200	\$42,000	\$36,000	\$10,600
Le Plateau-Mont-Royal	\$25,000	\$7,900	\$28,600	\$51,200	\$50,000	\$37,600	\$8,500
Le Sud-Ouest	\$38,800	\$10,100	\$44,000	\$58,000	\$47,200	\$34,800	\$10,600
L'Île-Bizard-Sainte-Geneviève	\$35,200	\$7,900	\$32,800	\$46,400	\$56,800	\$45,600	\$18,200
Mercier-Hochelaga-Maisonneuve	\$31,200	\$9,200	\$34,800	\$42,400	\$38,000	\$36,400	\$9,800
Montréal-Nord	\$26,800	\$9,900	\$29,800	\$31,600	\$35,200	\$34,400	\$14,100
Outremont	\$25,400	\$9,500	\$22,800	\$44,800	\$57,200	\$43,200	\$14,500
Pierrefonds-Roxboro	\$32,400	\$8,500	\$32,800	\$42,000	\$46,400	\$43,600	\$13,600
Rivière-des-Prairies-Pointe-aux-Trembles	\$39,200	\$10,500	\$41,600	\$52,000	\$52,800	\$43,200	\$17,800
Rosemont-La Petite-Patrie	\$32,000	\$10,000	\$31,800	\$47,200	\$40,000	\$37,600	\$9,000
Saint-Laurent	\$30,000	\$7,800	\$30,600	\$44,000	\$46,000	\$33,600	\$18,200
Saint-Léonard	\$32,400	\$10,400	\$37,600	\$37,600	\$46,800	\$40,800	\$13,000
Verdun	\$31,600	\$9,500	\$34,000	\$42,400	\$40,400	\$37,600	\$14,900
Ville-Marie	\$26,400	\$8,500	\$31,400	\$50,400	\$48,000	\$52,000	\$20,000
Villeray-Saint-Michel-Pac-Extension	\$20,600	\$8,700	\$22,600	\$25,400	\$26,000	\$24,400	\$6,700
Montréal	\$30,000	\$8,500	\$31,200	\$42,400	\$45,200	\$40,000	*
Québec (Province)	\$32,000	\$8,800	\$33,200	\$45,200	\$48,000	\$40,400	*

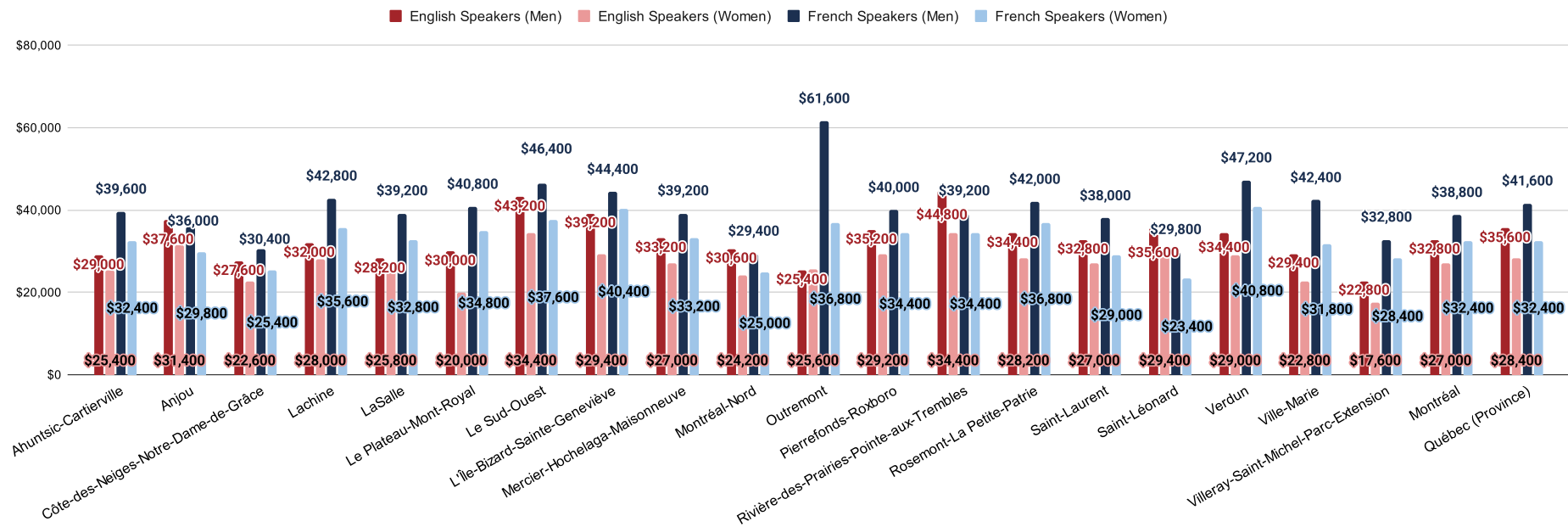
Table 7.b: Age Structure of Median Employment Income for French Speakers by Boroughs of Montréal

Median Employment Income (French Speakers)							
Borough	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Ahuntsic-Cartierville	\$36,000	\$8,000	\$36,400	\$47,200	\$53,200	\$45,200	\$10,000
Anjou	\$32,800	\$8,400	\$31,800	\$41,600	\$48,400	\$42,400	\$8,000
Côte-des-Neiges-Notre-Dame-de-Grâce	\$27,600	\$8,000	\$27,600	\$45,600	\$55,200	\$49,600	\$15,500
Lachine	\$39,600	\$10,500	\$37,600	\$50,400	\$56,400	\$45,600	\$8,800
LaSalle	\$36,000	\$8,800	\$37,600	\$44,000	\$48,800	\$45,200	\$8,500
Le Plateau-Mont-Royal	\$38,000	\$8,400	\$37,600	\$57,200	\$65,000	\$46,000	\$8,600
Le Sud-Ouest	\$42,000	\$10,000	\$48,400	\$55,200	\$50,400	\$40,800	\$9,200
L'Île-Bizard-Sainte-Geneviève	\$42,800	\$9,700	\$32,400	\$58,800	\$61,600	\$56,000	\$21,600
Mercier-Hochelaga-Maisonneuve	\$36,400	\$10,500	\$35,200	\$50,000	\$48,800	\$41,600	\$9,000
Montréal-Nord	\$27,000	\$9,600	\$27,000	\$32,800	\$36,400	\$33,200	\$13,500
Outremont	\$48,000	\$5,360	\$34,400	\$84,000	\$96,000	\$77,000	\$25,600
Pierrefonds-Roxboro	\$37,200	\$7,550	\$36,800	\$49,200	\$56,400	\$49,600	\$13,500
Rivière-des-Prairies-Pointe-aux-Trembles	\$36,800	\$10,900	\$36,000	\$48,400	\$49,200	\$42,400	\$10,100
Rosemont-La Petite-Patrie	\$39,200	\$8,800	\$36,800	\$54,800	\$56,400	\$42,800	\$8,100
Saint-Laurent	\$32,800	\$7,650	\$33,600	\$44,400	\$48,800	\$47,600	\$12,400
Saint-Léonard	\$26,800	\$9,300	\$27,200	\$34,400	\$37,200	\$33,600	\$12,200
Verdun	\$43,600	\$9,700	\$44,000	\$56,400	\$58,000	\$49,200	\$13,800
Ville-Marie	\$37,600	\$9,800	\$40,000	\$52,000	\$55,200	\$48,800	\$14,100
Villeray-Saint-Michel-Pac-Extension	\$30,800	\$9,800	\$32,400	\$44,400	\$40,800	\$34,400	\$13,200
Montréal	\$35,600	\$9,000	\$36,000	\$48,800	\$50,800	\$43,600	*
Québec (Province)	\$37,200	\$10,900	\$39,200	\$52,000	\$54,400	\$40,000	*

Employment Income - Gender Structure

Men earn higher median employment income than women in both linguistic communities, with the exception of English-speaking women in Outremont. English-speaking men earn less than French-speaking men in 15 of the 19 boroughs, while English-speaking women earn less than French-speaking women in 16 of the 19 boroughs. French-speaking men in Outremont earn the highest median employment income of \$61,600, while English-speaking women in Villera-Saint-Michel-Parc-Extension earn the lowest median employment income of \$17,600.

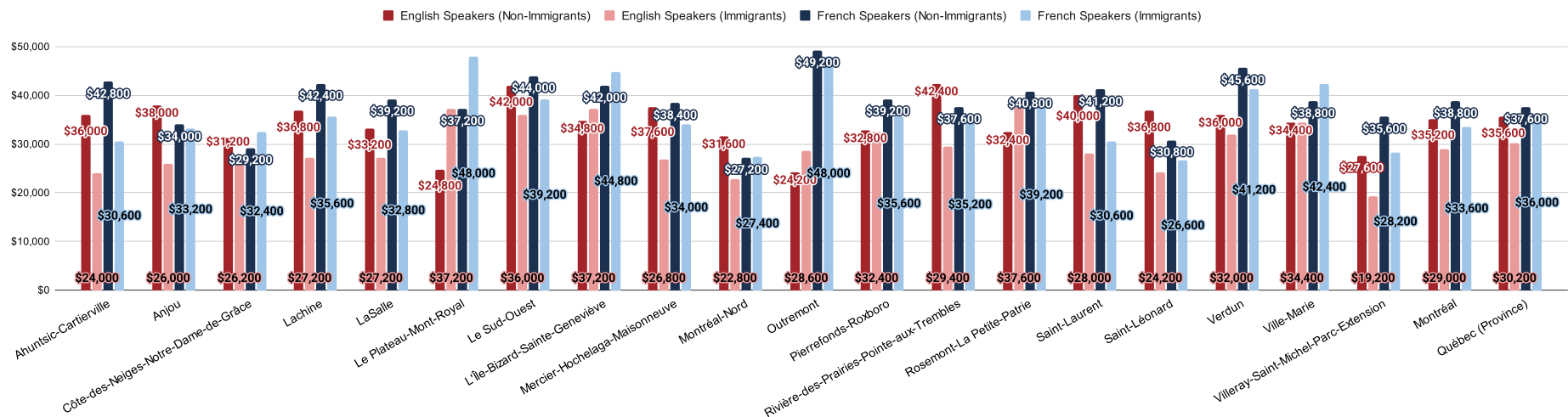
Graph 20: Gender Structure of Median Employment Income by Boroughs of Montréal



Employment Income - Immigrant Status

Among the boroughs, non-immigrants tend to earn higher median employment income than immigrants in both linguistic communities. English-speaking immigrants earn less than French-speaking immigrants in all 19 of the city’s boroughs, while English-speaking non-immigrants earn less than French-speaking non-immigrants in 14 of the 19 boroughs. French-speaking non-immigrants in Outremont earn the highest median employment income of \$49,200, while English-speaking immigrants in Villeray-Saint-Michel-Parc-Extension earn the lowest median employment income of \$19,200.

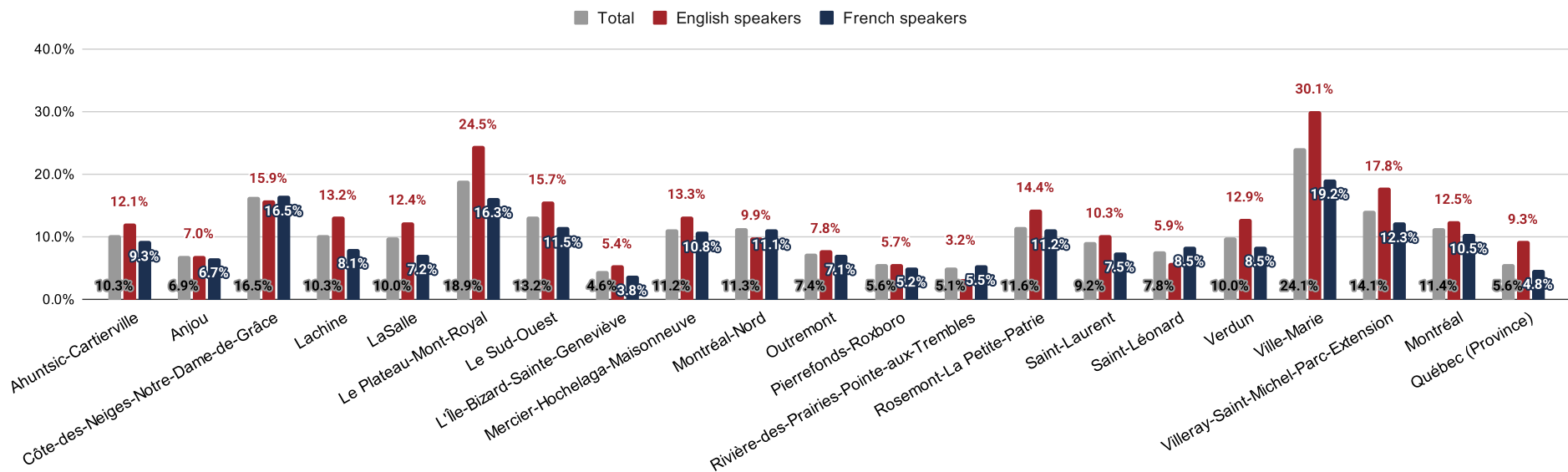
Graph 21: Immigrant Status of Median Employment Income by Boroughs of Montréal



LOW INCOME

In 15 out of the 19 boroughs, a higher proportion of English speakers live under the low income cut-off (LICO) than French speakers. The boroughs with the highest proportions of English speakers living under the LICO Ville-Marie (30.1%) and Le Plateau-Mont-Royal (24.5%).

Graph 22: Low Income Rate (LICO-AT) by Boroughs of Montréal





Section 6

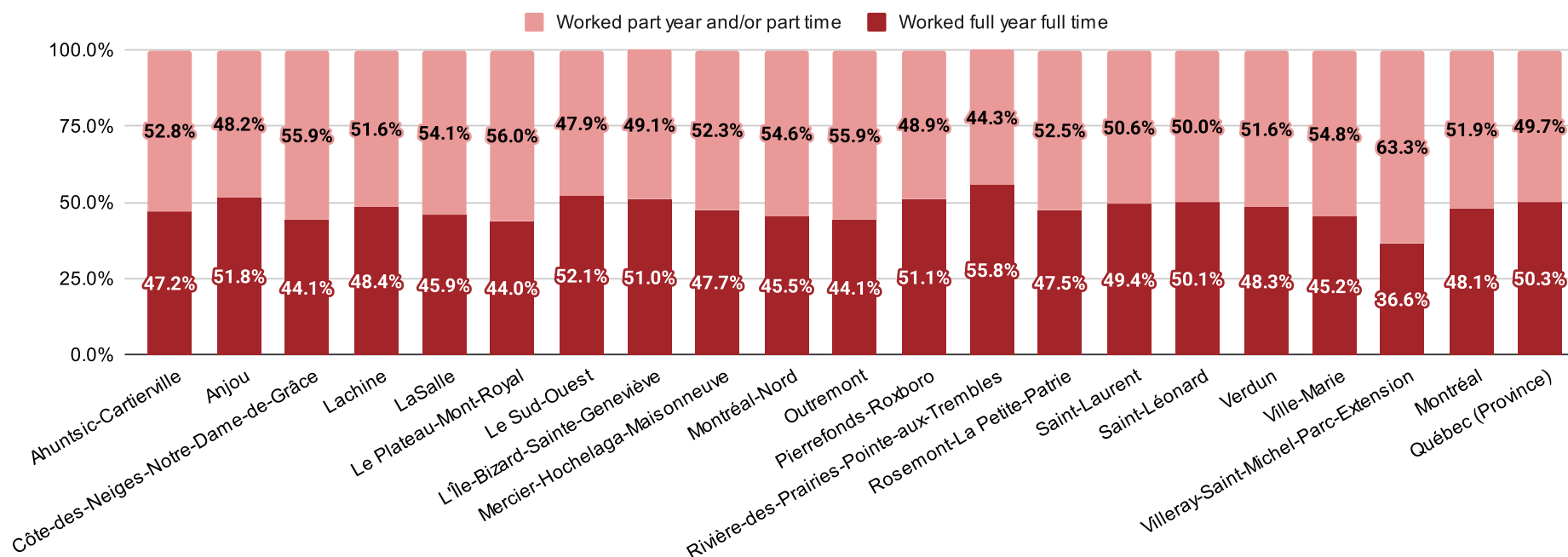
Work Activity

Work Activity

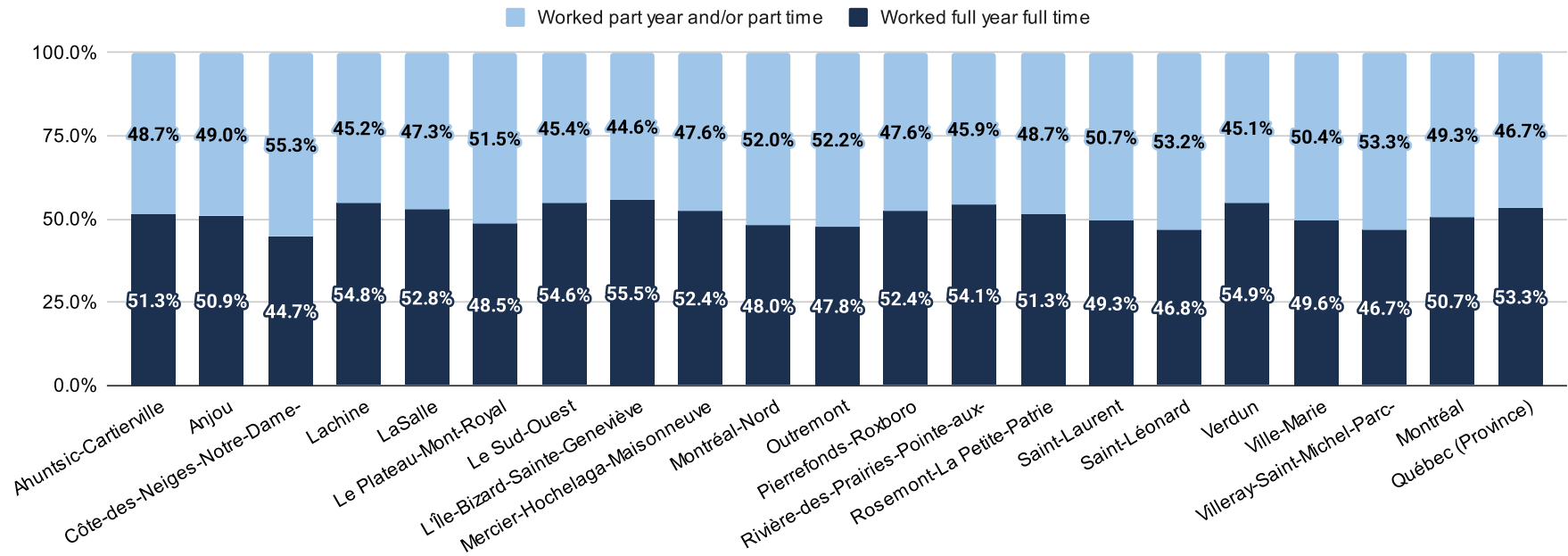
English-speaking workers tend to have a higher share of part-time work activity compared to French-speaking workers in the boroughs of Montréal, with the exceptions of Anjou, Rivière-des-Prairies-Pointe-aux-Trembles, Saint-Laurent, and Saint-Léonard.

English-speaking workers in Villeray-Saint-Michel-Parc-Extension (63.3%), Le Plateau-Mont-Royal (56%), Côte-des-Neiges-Notre-Dame-de-Grâce (55.9%), and Outremont (55.9%) reportedly have the highest part-time work activity in the boroughs. English-speaking workers in Rivière-des-Prairies-Pointe-aux-Trembles reportedly have the highest share of full-time work activity (55.8%) among the boroughs.

Graph 23.a: Work Activity of English Speakers by Boroughs of Montréal



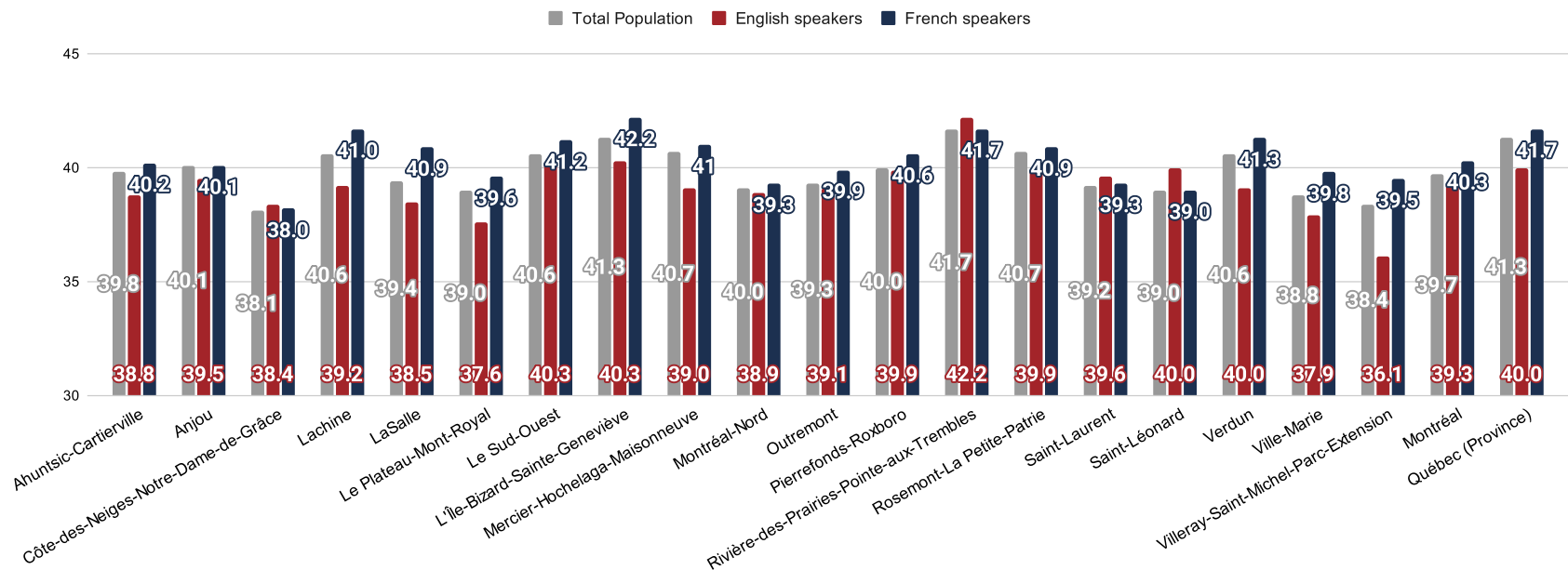
Graph 23.b: Work Activity of French Speakers by Boroughs of Montréal



Average weeks worked³¹

French speakers tend to work a higher average number of weeks per year than English speakers in the boroughs of Montréal. English speakers worked the lowest average number of weeks in Villeray-Saint-Michel-Parc-Extension (36.1), Le Plateau-Mont-Royal (37.6), and Ville-Marie (37.9).

Graph 24: Average Weeks Worked by Boroughs of Montréal



³¹ 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.

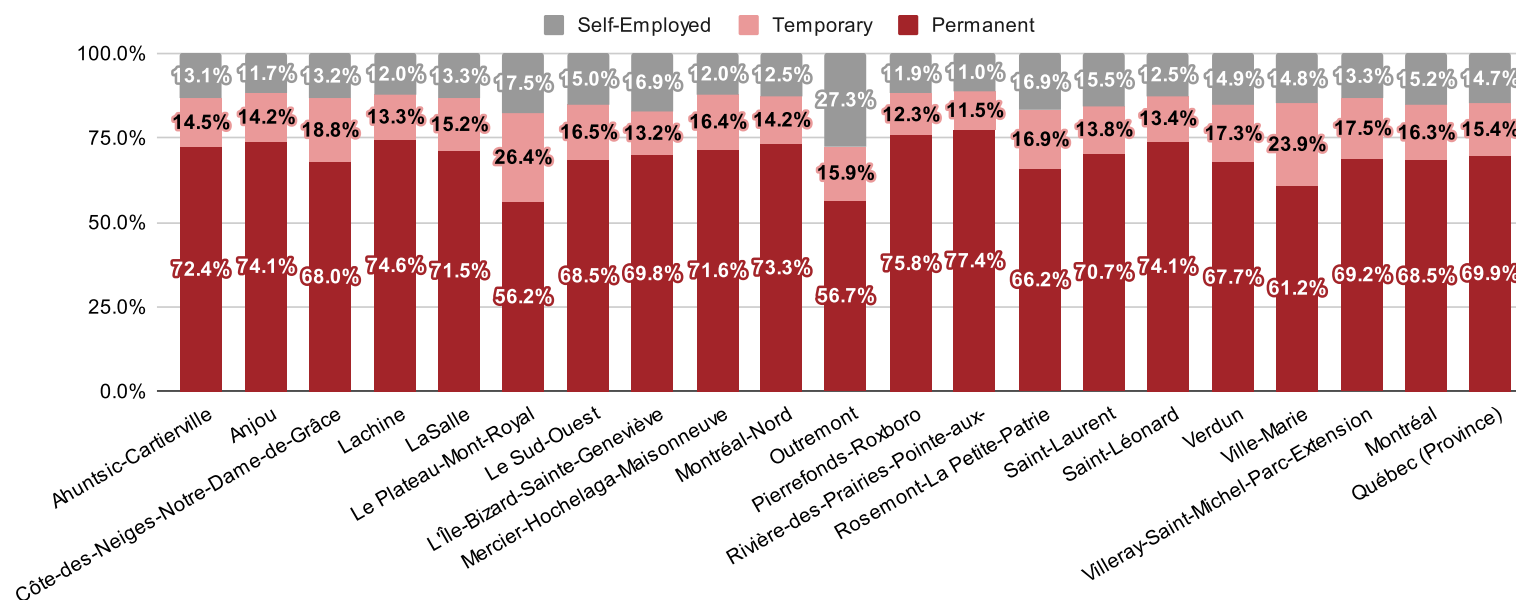
Types of Workers

The boroughs with the highest proportions of English-speakers holding permanent positions are Rivière-des-Prairies-Pointe-aux-Trembles (77.4%), Pierrefonds-Roxboro (75.8%), and Lachine (74.6%). The boroughs with the highest proportions of English-speakers holding temporary positions are Le Plateau-Mont-Royal (26.4%), Ville-Marie (23.9%) and Côte-des-Neiges-Notre-Dame-de-Grâce (18.8%).

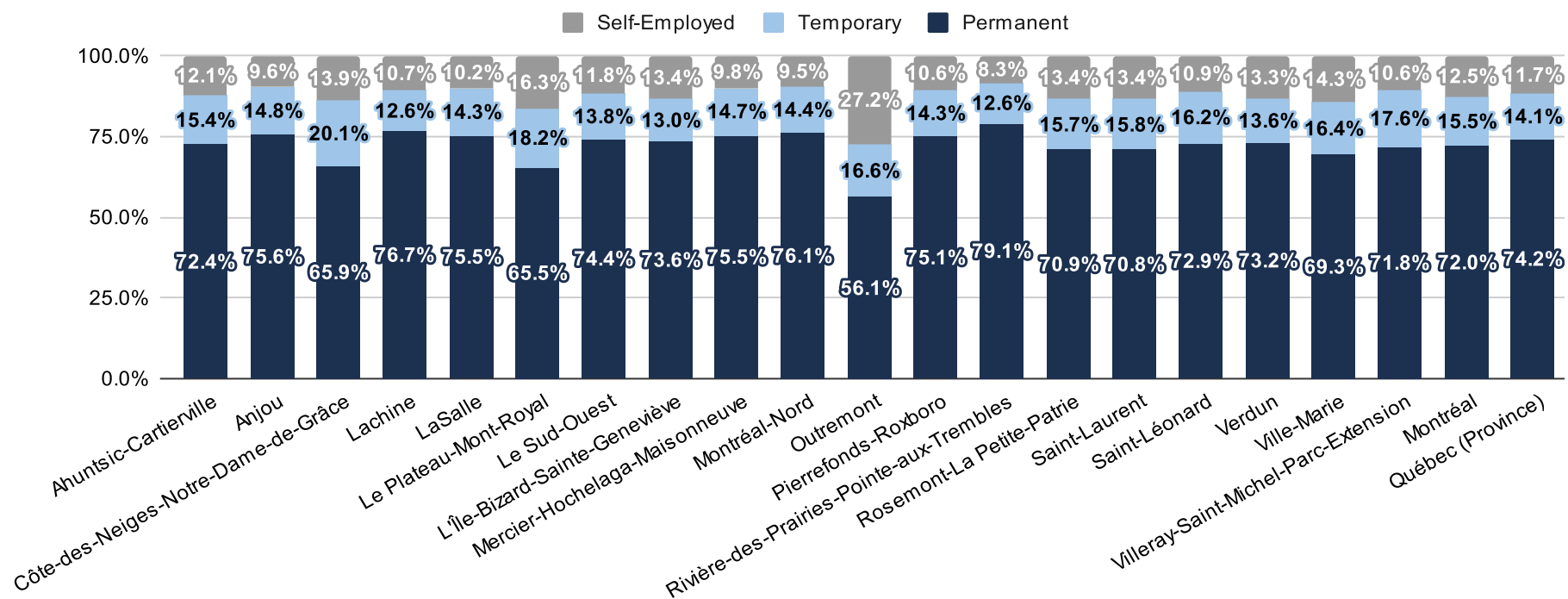
Among French speakers, Rivière-des-Prairies-Pointe-aux-Trembles (79.1%), Lachine (76.7%), and Montréal-Nord (76.1%) hold the highest shares of permanent positions in the boroughs of Montréal, while the highest shares of temporary work were reported in Côte-des-Neiges-Notre-Dame-de-Grâce (20.1%), Le Plateau-Mont-Royal (18.2%), and Villeray-Saint-Michel-Parc-Extension (17.6%).

Among both French and English speakers, Outremont has the highest proportion of self-employed individuals.

Graph 25.a: Type of Worker in the English-Speaking Labour Force by Boroughs of Montréal



Graph 25.b: Type of Worker in the French-Speaking Labour Force by Boroughs of Montréal



Skills Profile of English Speakers

TOP INDUSTRIES

In 12 of the 19 boroughs, 'Health care and social assistance' ranks as the top industry for the total population. Among English speakers, the top industries in the boroughs are 'Retail trade' (in 8 out of 19 boroughs) and 'Professional, scientific and technical services' (in 7 out of the 19 boroughs). Meanwhile, for French speakers, the top industry is 'Health care and social assistance' (in 13 out of the 19 boroughs).

Table 8: Top Industry by Boroughs of Montréal

Top Industry by Borough			
Borough	Population	Industry	(%) of Population
Ahuntsic-Cartierville	Total	Health care and social assistance	15.6%
	English Speakers	Retail trade	12.8%
	French Speakers	Health care and social assistance	17.3%
Anjou	Total	Health care and social assistance	18.3%
	English Speakers	Retail trade	11.1%
	French Speakers	Health care and social assistance	19.7%
Côte-des-Neiges-- Notre-Dame-de-Grâce	Total	Health care and social assistance	13.4%
	English Speakers	Health care and social assistance	12.8%
	French Speakers	Professional, scientific and technical services	14.9%
Lachine	Total	Health care and social assistance	13.4%
	English Speakers	Health care and social assistance	12.1%
	French Speakers	Health care and social assistance	14.3%
LaSalle	Total	Health care and social assistance	14.9%
	English Speakers	Health care and social assistance	12.8%
	French Speakers	Health care and social assistance	17.5%
Le Plateau- Mont-Royal	Total	Professional, scientific and technical services	19.5%
	English Speakers	Professional, scientific and technical services	21.0%
	French Speakers	Professional, scientific and technical services	18.9%
Le Sud-Ouest	Total	Professional, scientific and technical services	17.5%
	English Speakers	Professional, scientific and technical services	19.7%
	French Speakers	Professional, scientific and technical services	16.2%

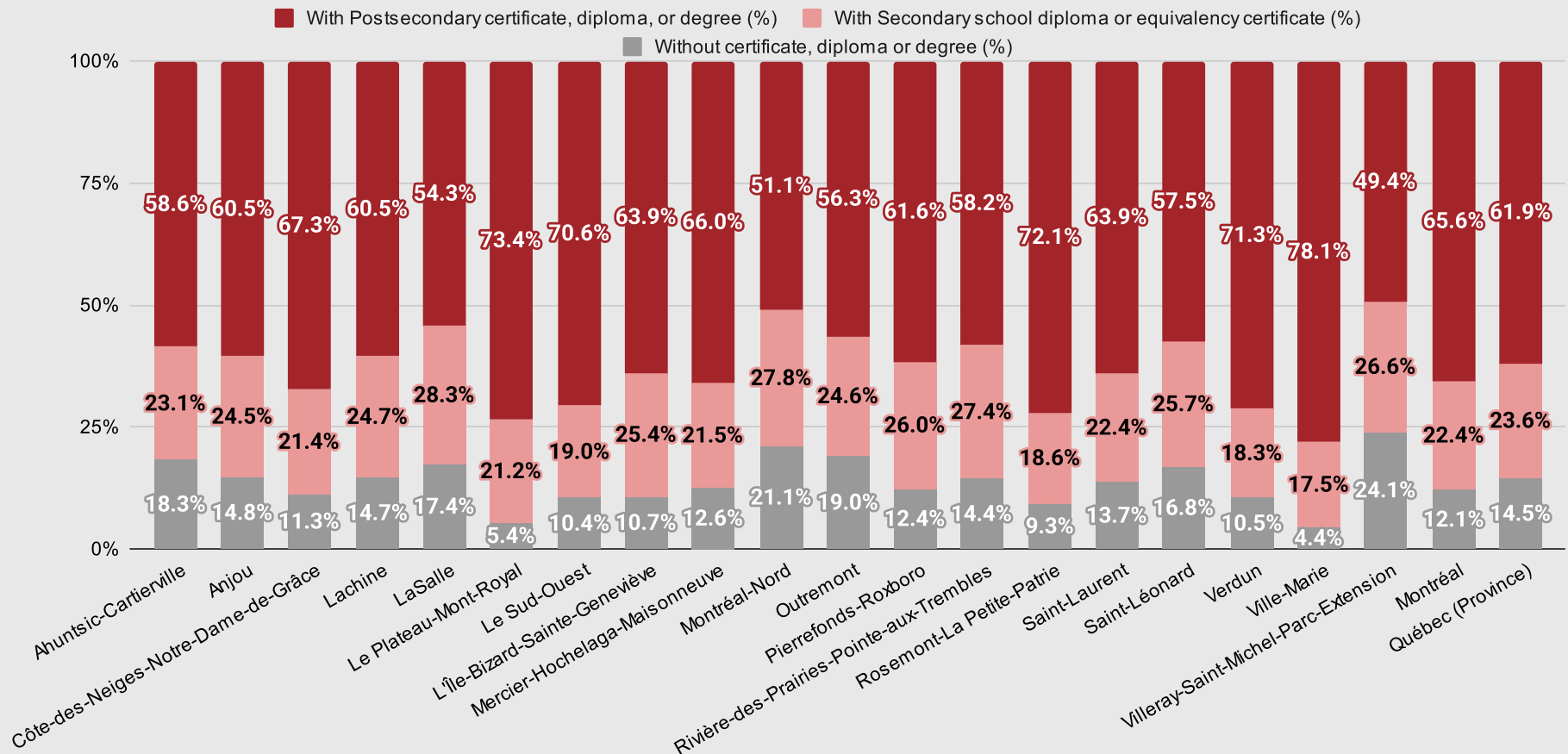
Borough	Population	Industry	(%) of Population
L'Île-Bizard-- Sainte-Geneviève	Total	Retail trade	12.3%
	English Speakers	Retail trade	12.7%
	French Speakers	Health care and social assistance	12.9%
Mercier-- Hochelaga-Maisonneuve	Total	Health care and social assistance	15.4%
	English Speakers	Professional, scientific and technical services	14.0%
	French Speakers	Health care and social assistance	16.2%
Montréal-Nord	Total	Health care and social assistance	19.6%
	English Speakers	Retail trade	13.4%
	French Speakers	Health care and social assistance	21.4%
Outremont	Total	Professional, scientific and technical services	16.8%
	English Speakers	Educational services	18.2%
	French Speakers	Professional, scientific and technical services	18.0%
Pierrefonds-Roxboro	Total	Retail trade	12.6%
	English Speakers	Retail trade	12.7%
	French Speakers	Health care and social assistance	14.2%
Rivière-des-Prairies-- Pointe-aux-Trembles	Total	Health care and social assistance	17.2%
	English Speakers	Retail trade	14.2%
	French Speakers	Health care and social assistance	19.7%
Rosemont-- La Petite-Patrie	Total	Health care and social assistance	14.1%
	English Speakers	Professional, scientific and technical services	17.0%
	French Speakers	Health care and social assistance	14.8%
Saint-Laurent	Total	Health care and social assistance	12.8%
	English Speakers	Professional, scientific and technical services	13.1%
	French Speakers	Health care and social assistance	15.4%
Saint-Léonard	Total	Health care and social assistance	15.8%
	English Speakers	Retail trade	13.9%
	French Speakers	Health care and social assistance	20.1%
Verdun	Total	Professional, scientific and technical services	17.2%
	English Speakers	Professional, scientific and technical services	18.4%
	French Speakers	Professional, scientific and technical services	16.6%
Ville-Marie	Total	Professional, scientific and technical services	20.1%
	English Speakers	Professional, scientific and technical services	22.1%
	French Speakers	Professional, scientific and technical services	18.7%
Villeray--Saint-Michel-- Parc-Extension	Total	Health care and social assistance	13.4%
	English Speakers	Retail trade	13.3%
	French Speakers	Health care and social assistance	15.8%

EDUCATIONAL ATTAINMENT

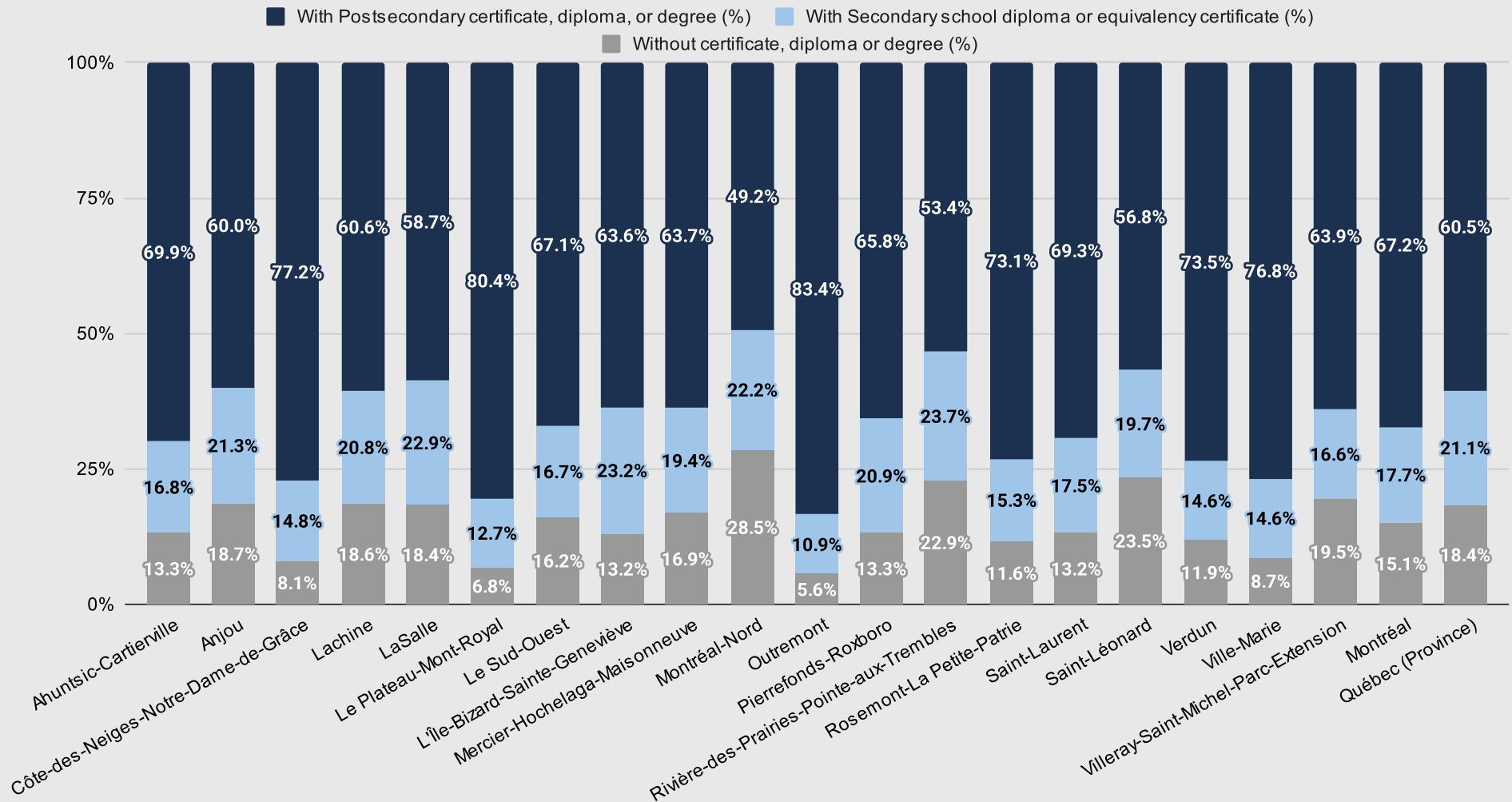
Generally, both English and French speakers tend to have relatively high levels of post-secondary attainment in the boroughs of Montréal.

Post-secondary attainment is highest among English speakers in Ville-Marie (78.1%) and lowest among English speakers in Villeray-Saint-Michel-Parc-Extension (49.4%).

Graph 26.a: Educational Attainment of English Speakers by Boroughs of Montréal



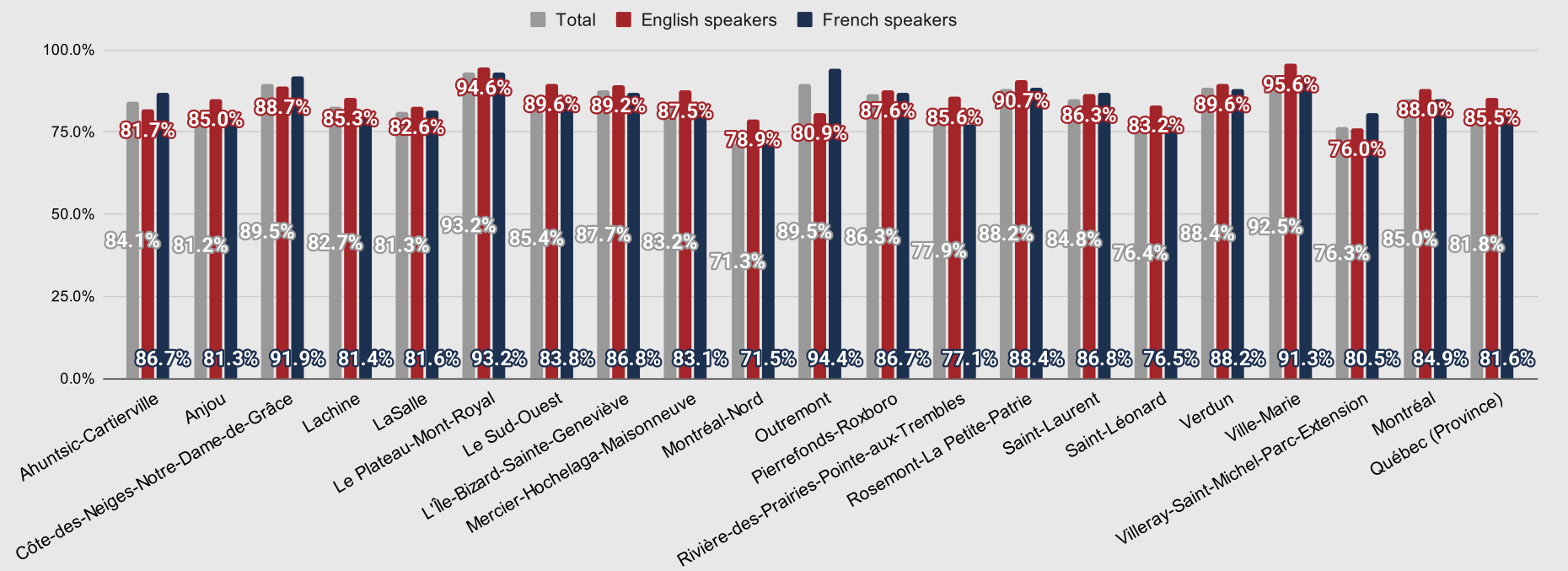
Graph 26.b: Educational Attainment of French Speakers by Boroughs of Montréal



Minimum Secondary Educational Attainment

English speakers tend to have high secondary attainment levels across the boroughs, with 95.6% of English speakers in Ville-Marie and 94.6% of English speakers in Le Plateau-Mont-Royal having completed a secondary school diploma.

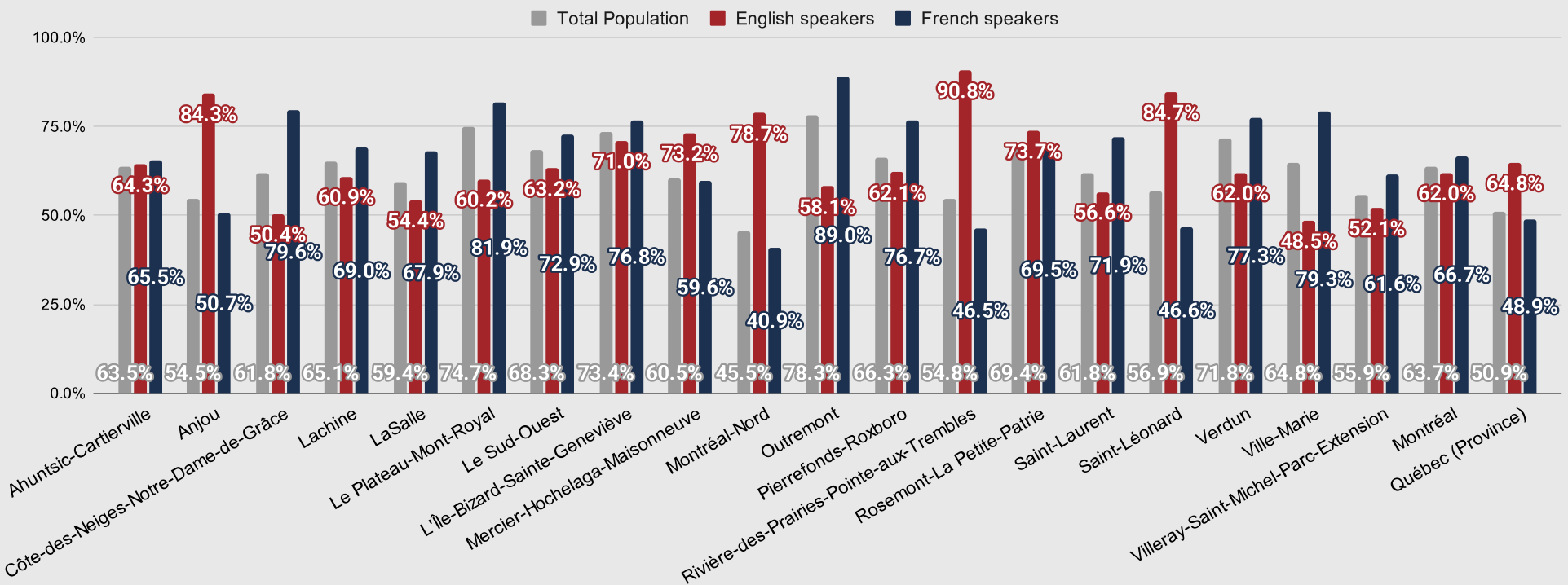
Graph 27: Minimum Secondary Education Attainment by Boroughs of Montréal



ENGLISH-FRENCH BILINGUALISM³²

French speakers have higher bilingualism rates than English speakers in 13 of the 19 boroughs of Montréal. English speakers in Rivière-des-Prairies-Pointe-aux-Trembles reported an English-French bilingualism rate of 90.8%, the highest among English speakers in the boroughs, while English speakers in Ville-Marie reported the lowest bilingualism rate (48.5%).

Graph 28: English-French Bilingualism Rates by Boroughs of Montréal



³² Statistics Canada utilizes the term “knowledge of official languages” in reference to whether an individual can conduct a conversation in English only, French only, in both or in neither language. This is used to measure bilingualism. It should be noted that this metric relies on self-reported data, and primarily measures conversational ability. For this reason, it captures a broad spectrum of bilingualism, ranging from intermediate to full fluency.



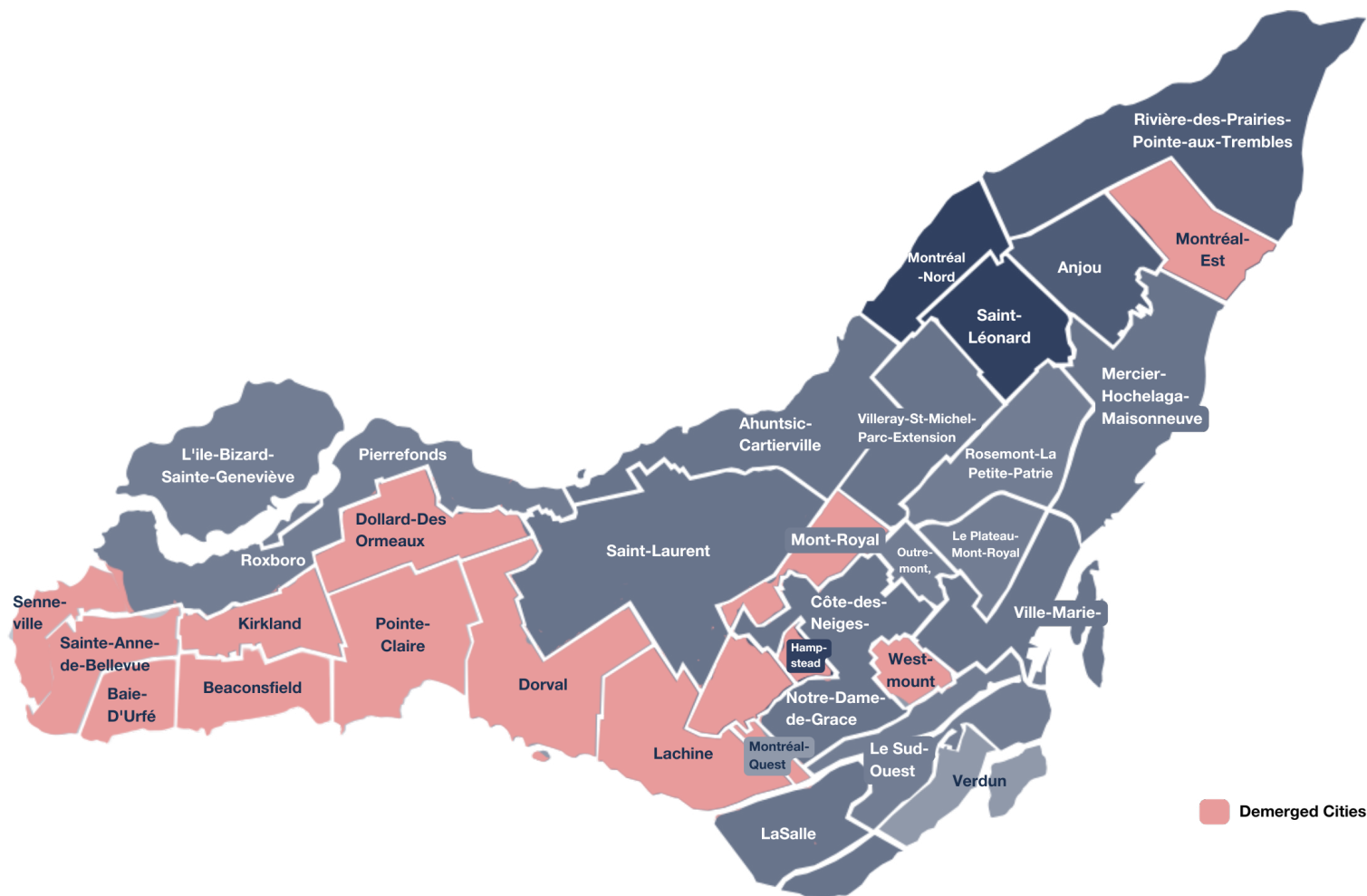
Employment Profile of English Speakers in the Demerged Cities of Montréal

Provincial Employment Roundtable



Introduction

This section provides an overview of the most current data available on the employment situation of English speakers in the 15 demerged cities of the administrative region of Montréal.





Section 1

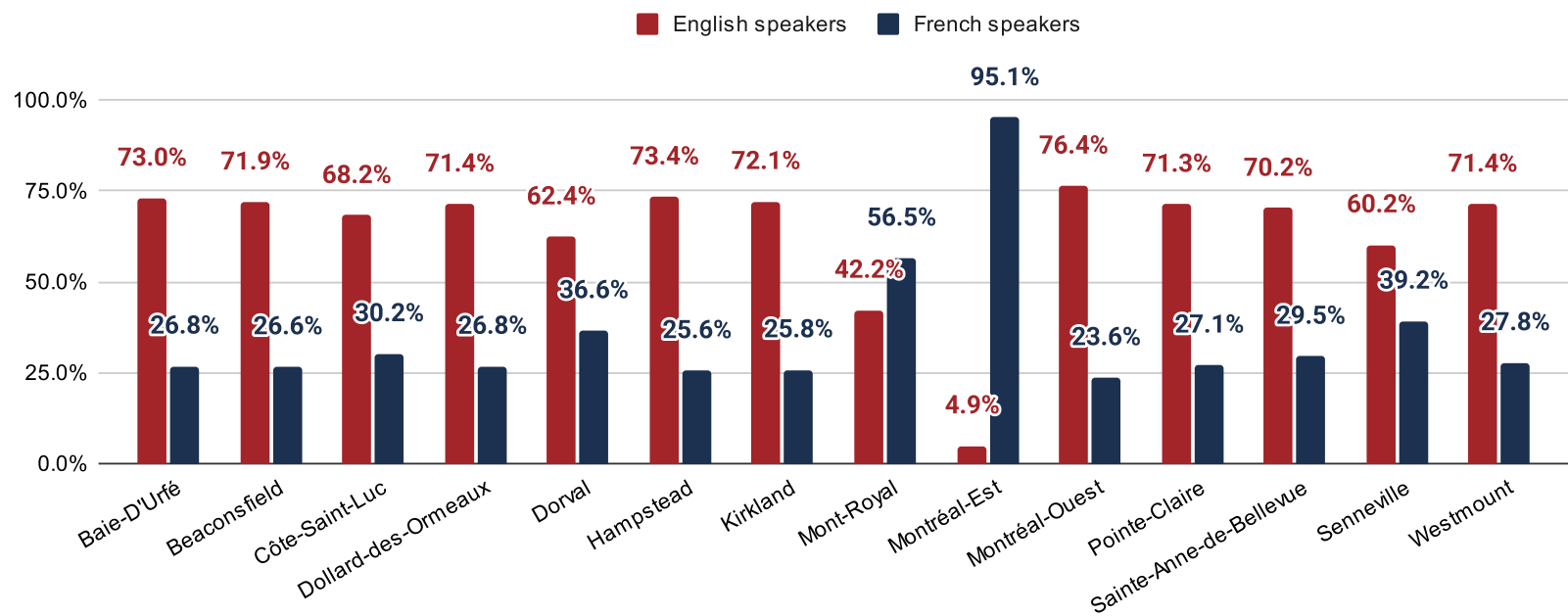
Population

Population 15+³³

TOTAL POPULATION 15+

There are 131,418 English speakers aged 15 and over who live in the 15³⁴ demerged cities of Montréal. The highest population count of English speakers aged 15 and over among the demerged cities is in Dollard-des-Ormeaux, with 28,590 English speakers. Montréal-Ouest has the highest English-speaking population share of those aged 15 and over (76.4% of the demerged city's population). Notably, English speakers aged 15 and over have significantly higher population shares as compared to French speakers aged 15 and over in the demerged cities, with the exception of Mont-Royal and Montréal-Est.

Graph 1: Share of the Population aged 15 and over by Demerged Cities of Montreal



³³ Population data in this section is 25 sample data% that pertains only to those aged 15 and over. For data on the total population of the region of Montréal, please see the main profile for the regional data.

³⁴ Data for the demerged city of L'île-Dorval is not available due to limitations in the Census. Therefore it has been excluded from all tables and graphs in this profile as a result.

Table 1: Share of the Population aged 15 and over by Demerged Cities of Montréal

Demerged City	English speakers	French speakers
Baie-D'Urfé	2,300	845
Beaconsfield	11,203	4,148
Côte-Saint-Luc	18,910	8,375
Dollard-des-Ormeaux	28,590	10,720
Dorval	10,215	5,990
Hampstead	4,138	1,443
Kirkland	11,658	4,173
Mont-Royal	6,930	9,290
Montréal-Est	173	3,373
Montréal-Ouest	3,173	983
Pointe-Claire	19,030	7,230
Sainte-Anne-de-Bellevue	2,873	1,208
Senneville	488	318
Westmount	11,740	4,565

Population - Age Structure

The highest population shares of English-speaking youth aged 15-24 are in Baie-D'Urfé (15.5%), Hampstead (13.9%), and Kirkland (13.4%). Within both linguistic communities, the share is higher among those aged 65 and over.

Table 2.a: Age Structure of the English-Speaking Population aged 15 and over by Demerged Cities of Montréal

Population (English Speakers)							
Demerged City	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Baie-D'Urfé	73.0%	15.5%	5.2%	7.6%	12.1%	13.3%	19.3%
Beaconsfield	71.9%	12.7%	6.1%	10.5%	13.3%	12.9%	16.4%
Côte-Saint-Luc	68.2%	8.3%	8.7%	9.7%	8.7%	9.0%	23.9%
Dollard-des-Ormeaux	71.4%	11.2%	9.4%	10.6%	11.4%	12.6%	16.3%
Dorval	62.4%	8.2%	9.9%	9.3%	9.9%	10.7%	14.4%
Hampstead	73.4%	13.9%	8.7%	11.1%	11.2%	11.5%	16.9%
Kirkland	72.1%	13.4%	6.5%	9.8%	12.9%	15.3%	14.2%
Mont-Royal	42.2%	6.0%	4.3%	7.5%	7.7%	6.8%	9.9%
Montréal-Est	4.9%	0.3%	0.8%	1.1%	0.7%	0.7%	0.8%
Montréal-Ouest	76.4%	11.7%	7.6%	9.8%	14.4%	13.4%	19.7%
Pointe-Claire	71.3%	10.0%	8.0%	10.3%	10.7%	13.1%	19.2%
Sainte-Anne-de-Bellevue	70.2%	12.6%	16.0%	9.0%	10.0%	11.6%	11.2%
Senneville	60.2%	11.1%	5.6%	8.0%	9.3%	8.0%	17.9%
Westmount	71.4%	10.8%	6.8%	8.7%	9.8%	10.9%	24.4%

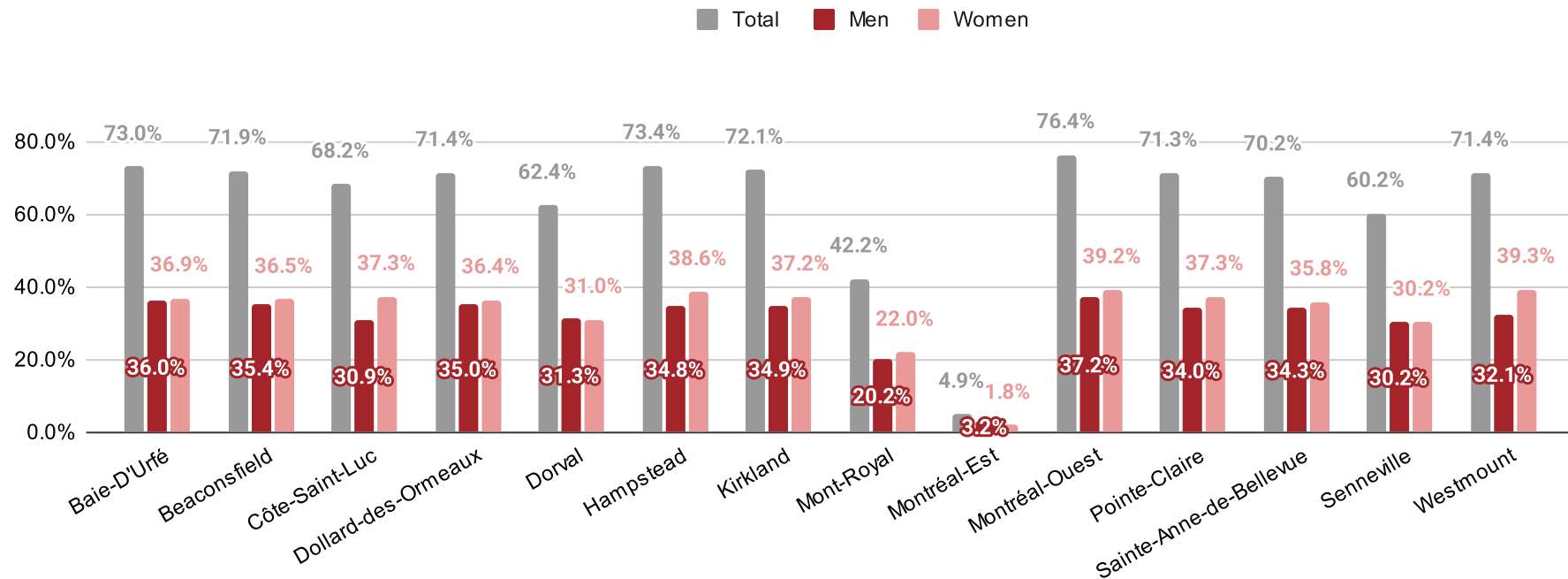
Table 2.b: Age Structure of the French-Speaking Population aged 15 and over by Demerged Cities of Montréal

Population (French Speakers)							
Demerged City	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Baie-D'Urfé	26.8%	3.3%	2.2%	3.0%	4.4%	5.9%	8.2%
Beaconsfield	26.6%	4.4%	1.3%	3.9%	5.4%	5.2%	6.4%
Côte-Saint-Luc	30.2%	5.2%	4.0%	5.1%	4.4%	3.3%	8.2%
Dollard-des-Ormeaux	26.8%	4.4%	3.1%	3.7%	4.5%	4.2%	6.9%
Dorval	36.6%	4.1%	5.3%	5.3%	6.2%	7.1%	8.6%
Hampstead	25.6%	4.4%	3.9%	3.7%	4.9%	4.7%	3.9%
Kirkland	25.8%	3.6%	2.1%	3.4%	4.1%	5.0%	7.5%
Mont-Royal	56.5%	11.3%	4.6%	9.5%	10.6%	8.5%	12.0%
Montréal-Est	95.1%	11.4%	19.3%	16.9%	14.1%	17.8%	15.5%
Montréal-Ouest	23.6%	5.4%	2.4%	4.4%	5.4%	3.1%	3.0%
Pointe-Claire	27.1%	3.3%	2.7%	4.1%	3.8%	5.5%	7.7%
Sainte-Anne-de-Bellevue	29.5%	3.9%	2.4%	2.7%	5.6%	7.6%	7.3%
Senneville	39.2%	5.6%	1.9%	4.9%	4.9%	9.9%	12.3%
Westmount	27.8%	4.1%	3.1%	3.2%	4.6%	5.0%	7.7%

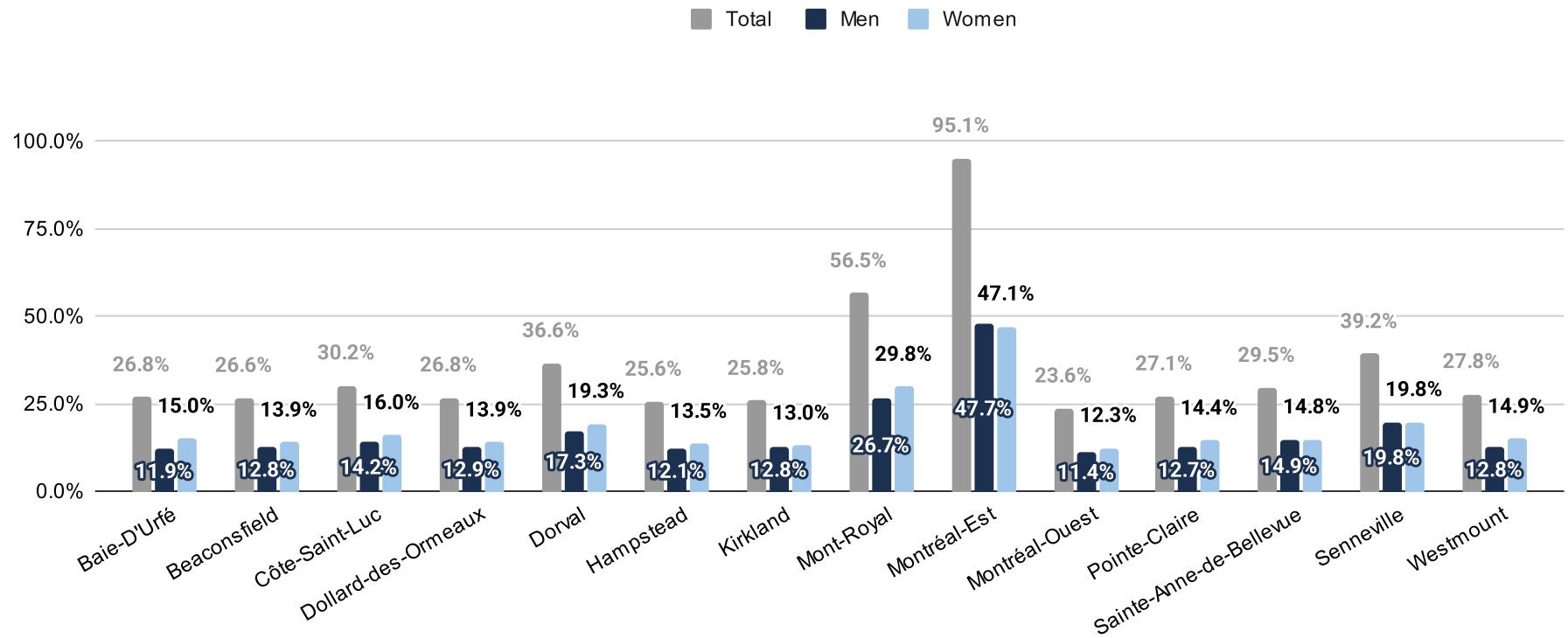
Population - Gender Structure

Within both linguistic communities, women tend to represent a higher share of the population aged 15 and over than men in the demerged cities of Montréal. The highest shares of English-speaking women are in Westmount and Montréal-Ouest, representing 39.3% and 39.2% of their respective demerged city's population aged 15 and over. For English-speaking men, Montréal-Ouest has the highest share with 37.2%. Among French speakers, both men and women have the highest shares of the population aged 15 and over in Montréal-Est with 47.7% and 47.1%, respectively.

Graph 2.a: Gender Structure of the English-speaking Population aged 15 and over by Demerged Cities of Montréal



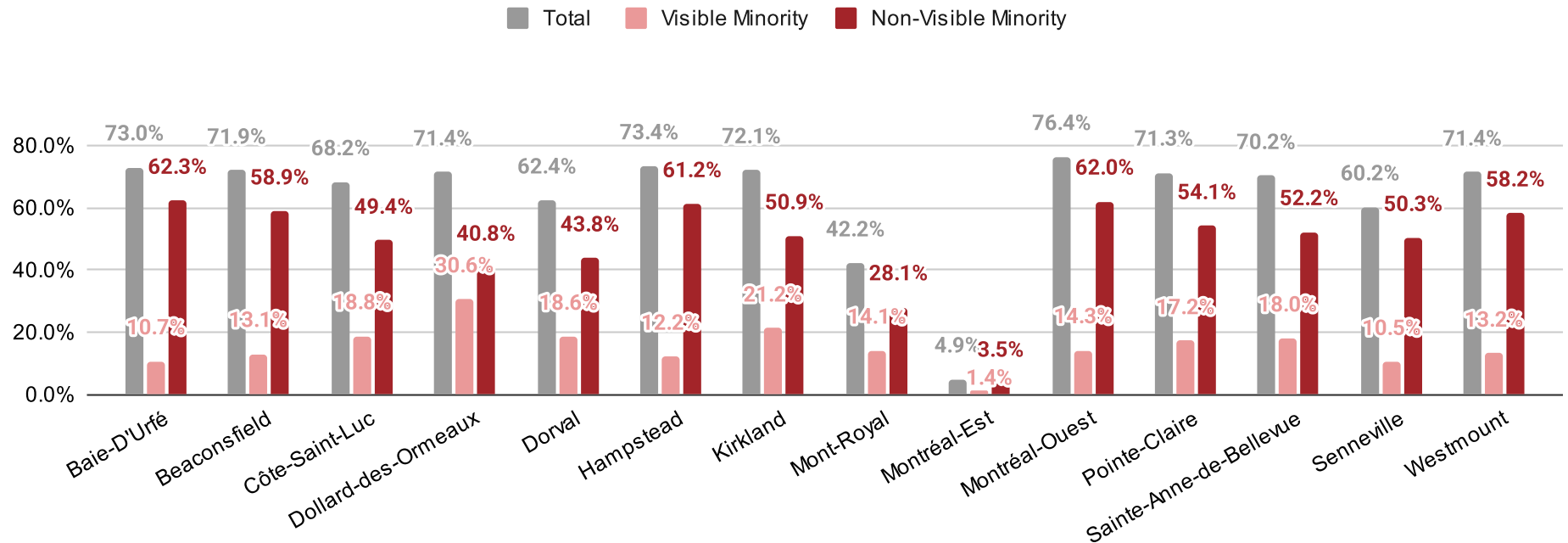
Graph 2.b: Gender Structure of the French-Speaking Population aged 15 and over by Demerged Cities of Montréal



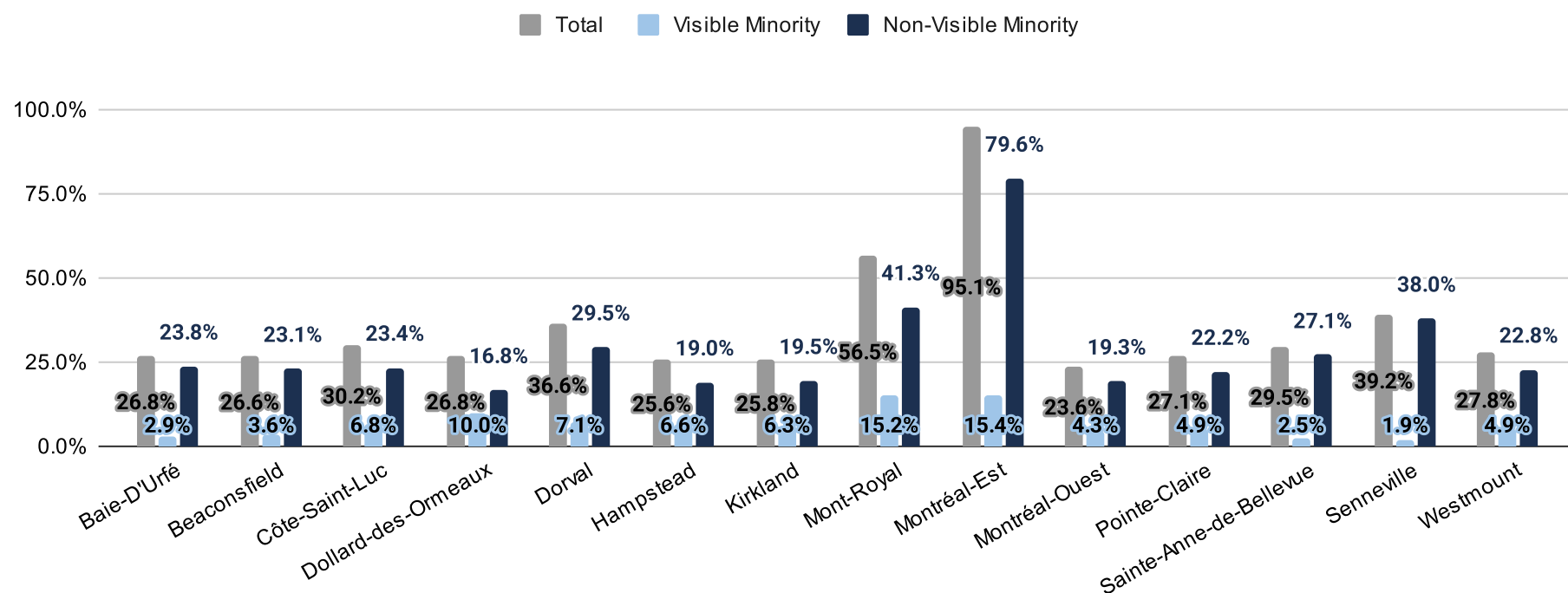
Population - Visible Minorities

In the demerged cities of Montréal, English-speaking visible minorities represent 19.1% of the English-speaking population aged 15 and over. Among French speakers, visible minorities make up 7.4% of the French-speaking population aged 15 and over. Dollard-des-Ormeaux has the highest share of visible minority English speakers with 30.6% of the demerged city's total population aged 15 and over. Montréal-Est and Mont-Royal have the highest shares of French-speaking visible minorities, making up 15.4% and 15.2% of the population aged 15 and over, respectively.

Graph 3.a: Visible Minority Structure of the English-Speaking Population aged 15 and over by Demerged Cities of Montréal



Graph 3.b: Visible Minority Structure of the French-Speaking Population aged 15 and over by Demerged Cities of Montréal

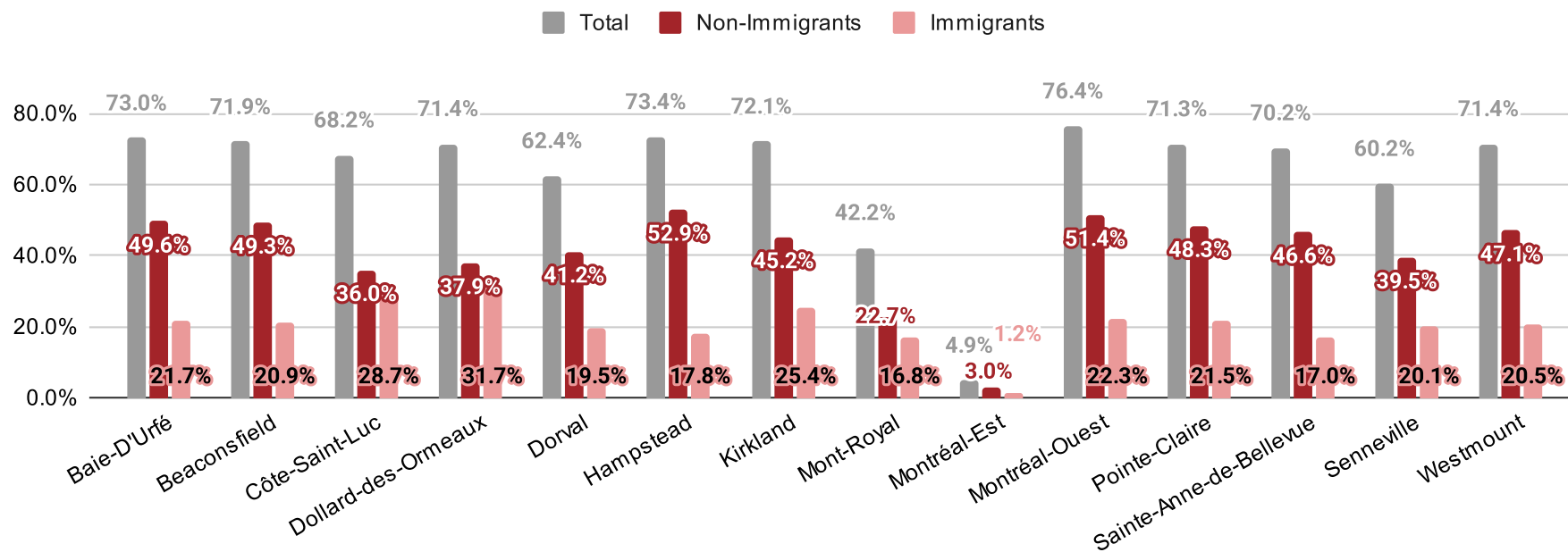


Population - Immigrant Status

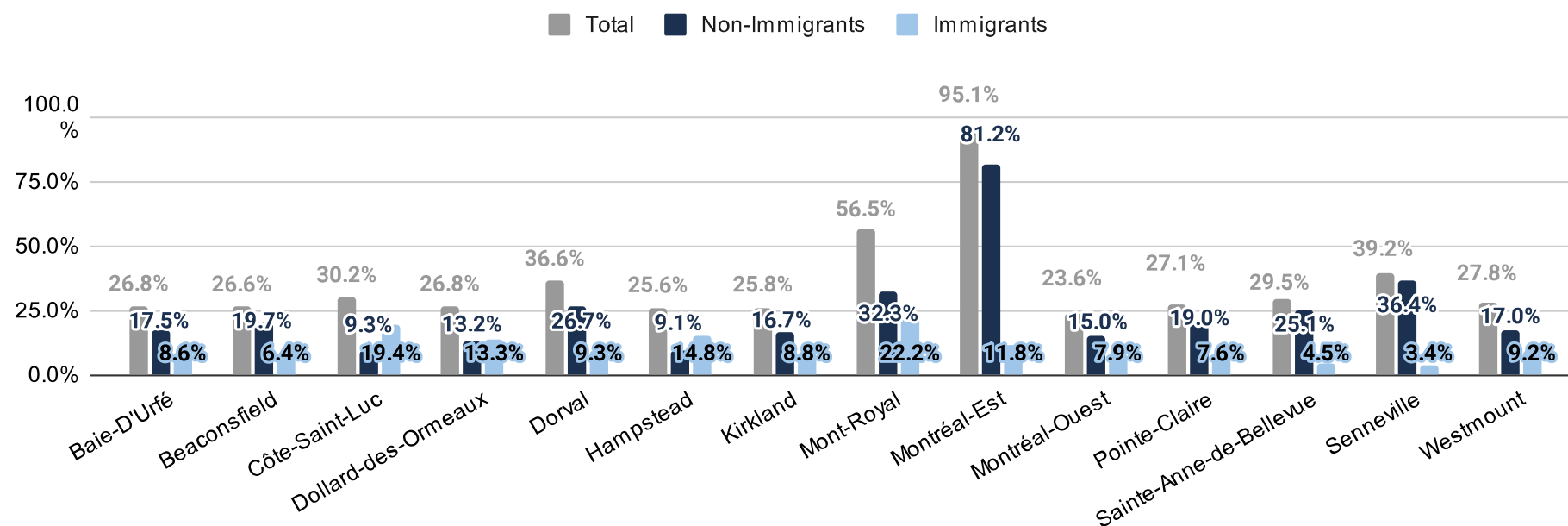
In the demerged cities of Montréal, English-speaking immigrants represent 23.7% of the English-speaking population aged 15 and over. Among French speakers, immigrants make up 12.1% of the French-speaking population aged 15 and over.

Dollard-des-Ormeaux has the highest share of English-speaking immigrants, representing 31.7% of the population aged 15 and over. Mont-Royal has the highest share of French-speaking immigrants (22.2% of the population aged 15 and over).

Graph 4.a: Immigrant Status of the English-Speaking Population aged 15 and over by Demerged Cities of Montréal



Graph 4.b: Immigrant Status of the French-Speaking Population aged 15 and over by Demerged Cities of Montréal





Section 3

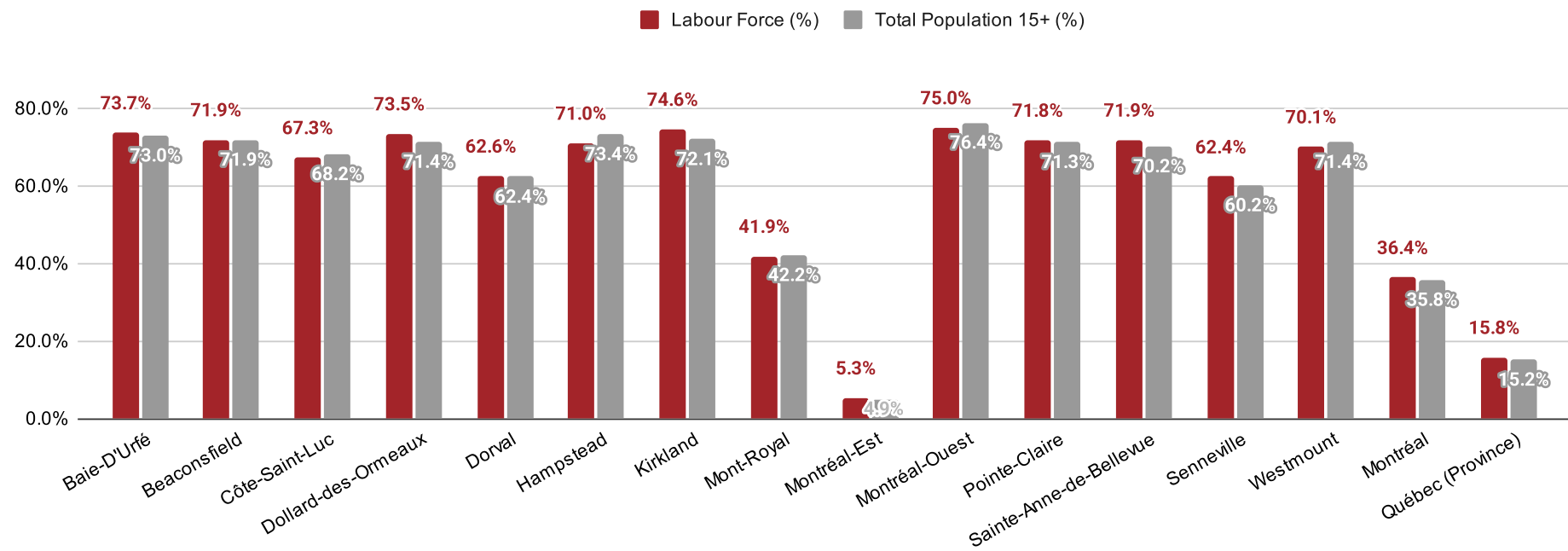
Labour Force

Labour Force

TOTAL LABOUR FORCE

82,278 English speakers are in the labour force of Montréal’s demerged cities. Dollard-des-Ormeaux has the highest English-speaking labour force (18,740). However, the highest English-speaking labour force share among demerged cities is in Montréal-Ouest (75% of the demerged city’s labour force). Notably, English speakers have significantly higher labour force shares than French speakers in the demerged cities, with the exception of Mont-Royal and Montréal-Est.

Graph 5.a: English-speaking Labour Force by Demerged Cities of Montréal



Graph 5.b: French-speaking Labour Force by Demerged Cities of Montréal

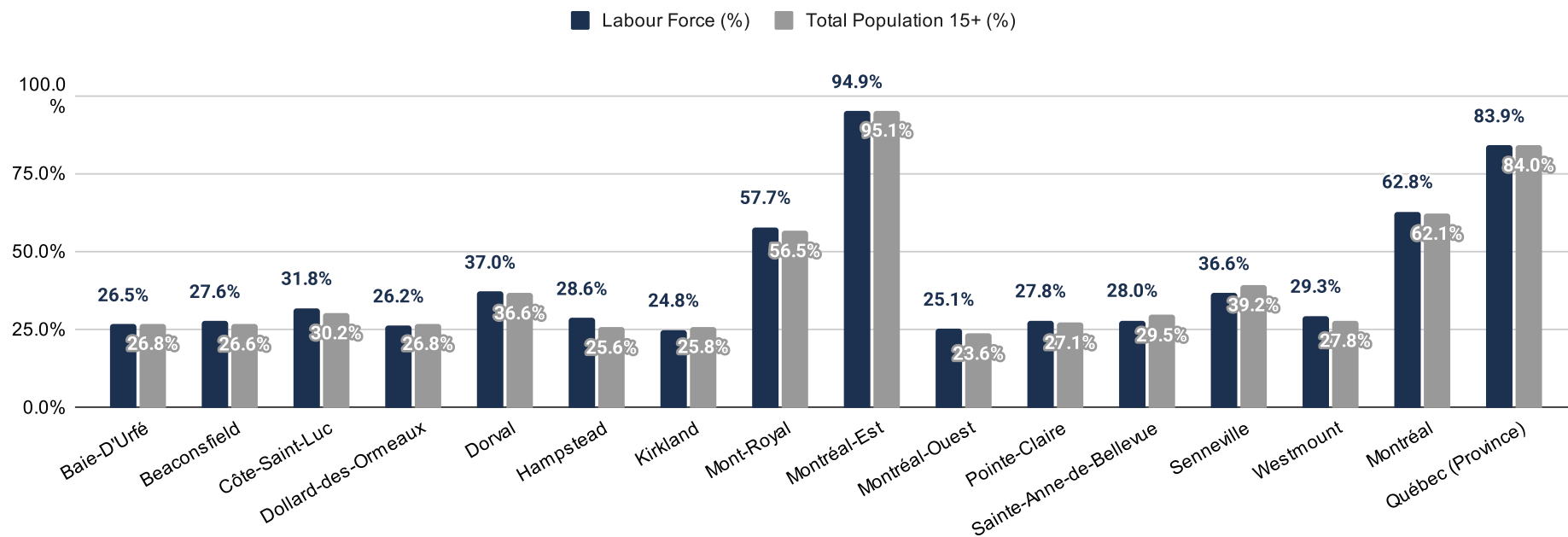


Table 3: Total Labour Force by Demerged Cities of Montréal

Demerged City	English speakers	French speakers
Baie-D'Urfé	1,383	498
Beaconsfield	7,133	2,738
Côte-Saint-Luc	10,760	5,080
Dollard-des-Ormeaux	18,740	6,675
Dorval	6,840	4,045
Hampstead	2,650	1,065
Kirkland	7,590	2,520
Mont-Royal	4,275	5,895
Montréal-Est	123	2,173
Montréal-Ouest	2,158	723
Pointe-Clare	11,728	4,538
Sainte-Anne-de-Bellevue	2,005	780
Senneville	303	178
Westmount	6,593	2,753
Montréal	394,160	679,710
Québec (Province)	699,015	3,721,250

Labour Force - Age Structure

The highest labour force shares of English-speaking youth aged 15-24 are in Baie-D'Urfé (13.6%), Kirkland (11.9%), and Sainte-Anne-de-Bellevue (11.8%).

Table 4.a: Age Structure of the English-Speaking Labour Force by Demerged of Montréal

Labour Force Share (English Speakers)							
Demerged City	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Baie-D'Urfé	73.7%	13.6%	7.2%	11.2%	17.2%	17.2%	7.7%
Beaconsfield	71.9%	11.0%	8.0%	14.2%	18.0%	14.6%	6.0%
Côte-Saint-Luc	67.3%	6.8%	12.3%	14.5%	12.6%	11.4%	9.7%
Dollard-des-Ormeaux	73.5%	9.8%	12.7%	14.4%	15.4%	15.4%	5.7%
Dorval	62.6%	7.2%	13.2%	12.4%	13.0%	12.0%	4.7%
Hampstead	71.0%	7.9%	10.5%	14.7%	14.1%	13.9%	9.9%
Kirkland	74.6%	11.9%	8.2%	13.2%	17.6%	19.0%	4.7%
Mont-Royal	41.9%	3.9%	5.6%	9.6%	10.0%	8.1%	4.8%
Montréal-Est	5.3%	0.0%	1.1%	1.6%	0.7%	1.1%	0.0%
Montréal-Ouest	75.0%	8.8%	9.7%	13.3%	19.6%	15.0%	9.0%
Pointe-Claire	71.8%	8.9%	11.3%	15.0%	15.4%	15.9%	5.3%
Sainte-Anne-de-Bellevue	71.9%	11.8%	18.0%	11.2%	13.6%	12.7%	4.3%
Senneville	62.4%	9.3%	9.3%	12.4%	15.5%	11.3%	4.1%
Westmount	70.1%	8.4%	10.0%	11.8%	13.8%	13.8%	12.5%
Montréal	36.4%	5.0%	9.1%	7.9%	7.0%	5.6%	1.9%
Québec (Province)	15.8%	2.1%	3.6%	3.6%	3.2%	2.5%	0.8%

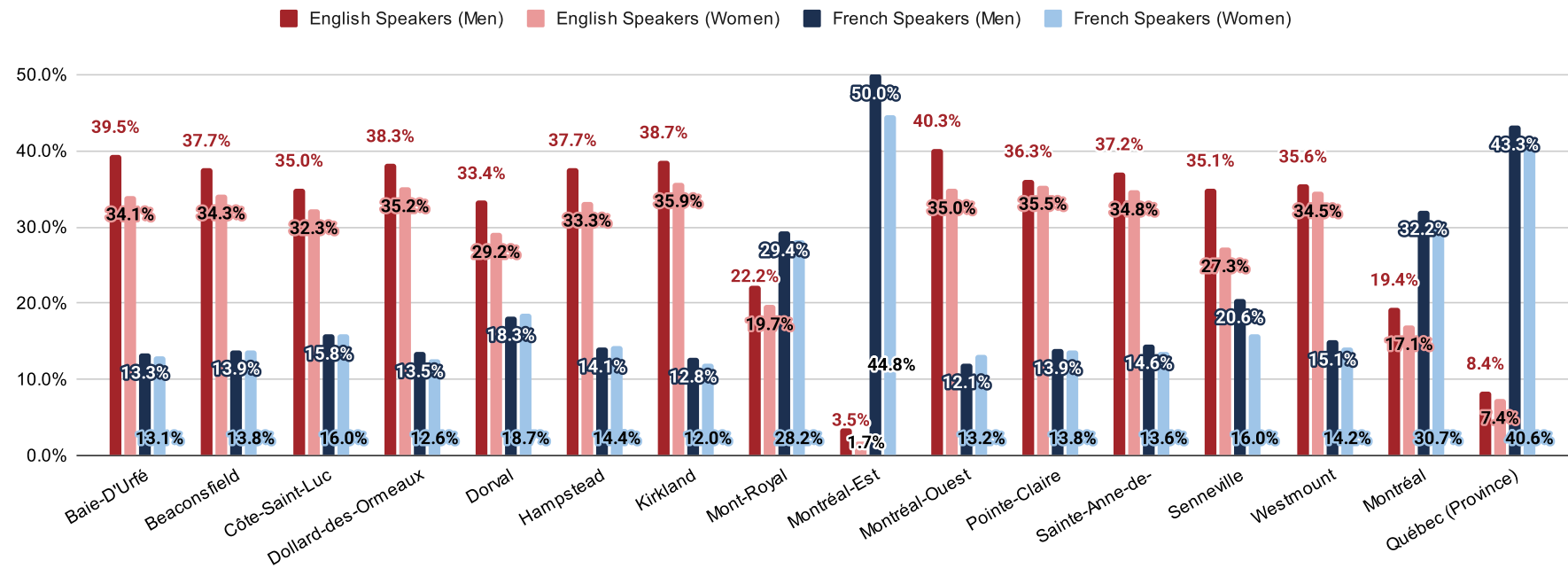
Table 4.b: Age Structure of the French-Speaking Labour Force by Demerged of Montréal

Labour Force Share (French Speakers)							
Demerged City	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Baie-D'Urfé	26.5%	2.7%	3.5%	4.8%	6.3%	7.1%	2.4%
Beaconsfield	27.6%	3.3%	1.8%	5.6%	7.7%	6.6%	2.5%
Côte-Saint-Luc	31.8%	3.7%	5.6%	7.9%	6.7%	4.3%	3.6%
Dollard-des-Ormeaux	26.2%	3.8%	4.1%	5.1%	6.3%	5.0%	1.9%
Dorval	37.0%	4.0%	7.3%	7.4%	8.1%	7.7%	2.5%
Hampstead	28.6%	3.5%	5.2%	5.2%	7.1%	5.9%	2.0%
Kirkland	24.8%	2.6%	3.1%	4.8%	5.9%	6.0%	2.5%
Mont-Royal	57.7%	7.7%	6.3%	13.4%	15.5%	10.9%	4.0%
Montréal-Est	94.9%	12.0%	23.8%	20.4%	17.7%	17.5%	3.1%
Montréal-Ouest	25.1%	4.3%	3.1%	5.7%	7.4%	3.7%	1.0%
Pointe-Claire	27.8%	3.1%	3.9%	6.2%	5.8%	6.6%	2.2%
Sainte-Anne-de-Bellevue	28.0%	3.6%	2.8%	3.7%	7.7%	8.2%	1.8%
Senneville	36.6%	4.1%	3.1%	7.2%	8.2%	10.3%	3.1%
Westmount	29.3%	2.9%	4.5%	5.0%	6.7%	6.8%	3.6%
Montréal	62.8%	7.5%	16.3%	15.1%	12.0%	9.3%	2.7%
Québec (Province)	83.9%	10.9%	17.2%	18.9%	17.1%	15.6%	4.2%

Labour Force - Gender Structure

Among English speakers, men comprise a higher share of the labour force than women in all the demerged cities of Montréal. Montréal-Ouest is the demerged city where English-speaking men make up the highest share of the labour force, 40.3%. Kirkland reportedly has the highest share of English-speaking women in the labour force (35.9% of the demerged city’s labour force). For French speakers, men tend to represent a higher share of the labour force than women, with the highest shares for both French-speaking men and women in Montréal-Est.

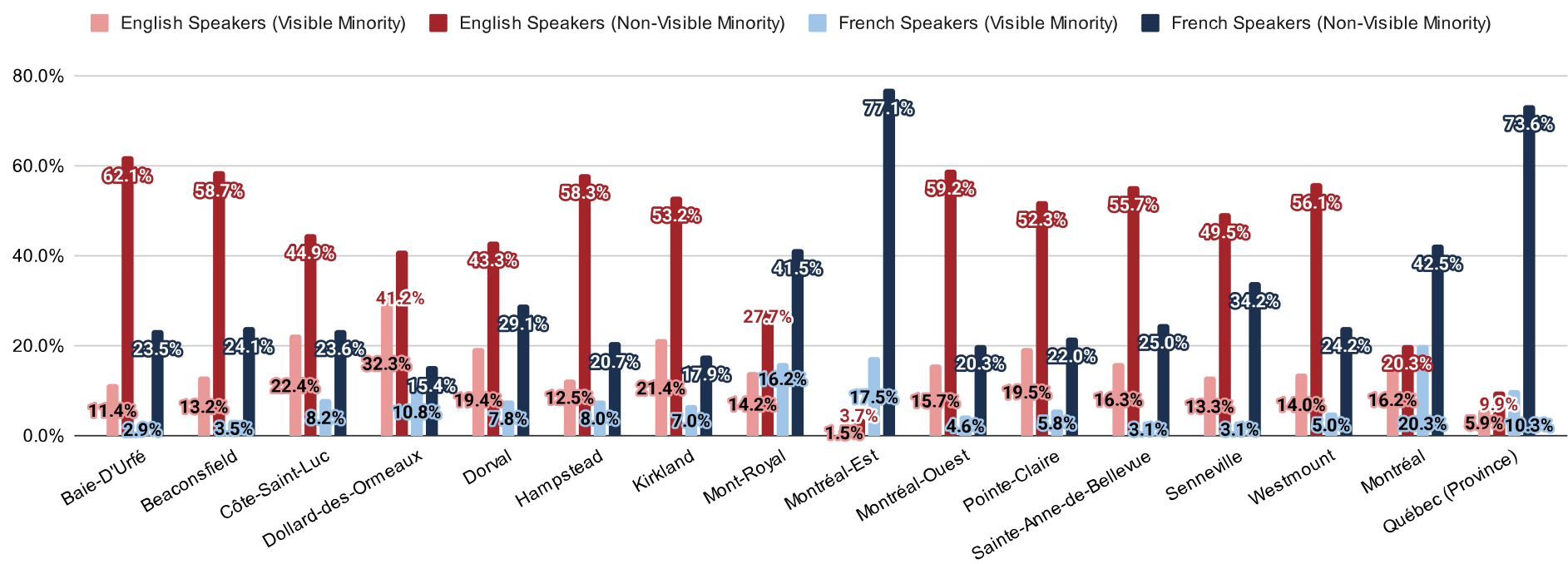
Graph 6: Gender Structure of the Labour Force by Demerged Cities of Montréal



Labour Force - Visible Minority Structure

The highest shares of English-speaking visible minorities in the labour force are in Dollard-des-Ormeaux (32.3%), Côte-Saint-Luc (22.4%), and Kirkland (21.4%). Among French speakers, the highest visible minority share is in Montréal-Est (17.5%), followed by Mont-Royal (16.2%) and Dollard-des-Ormeaux (10.8%).

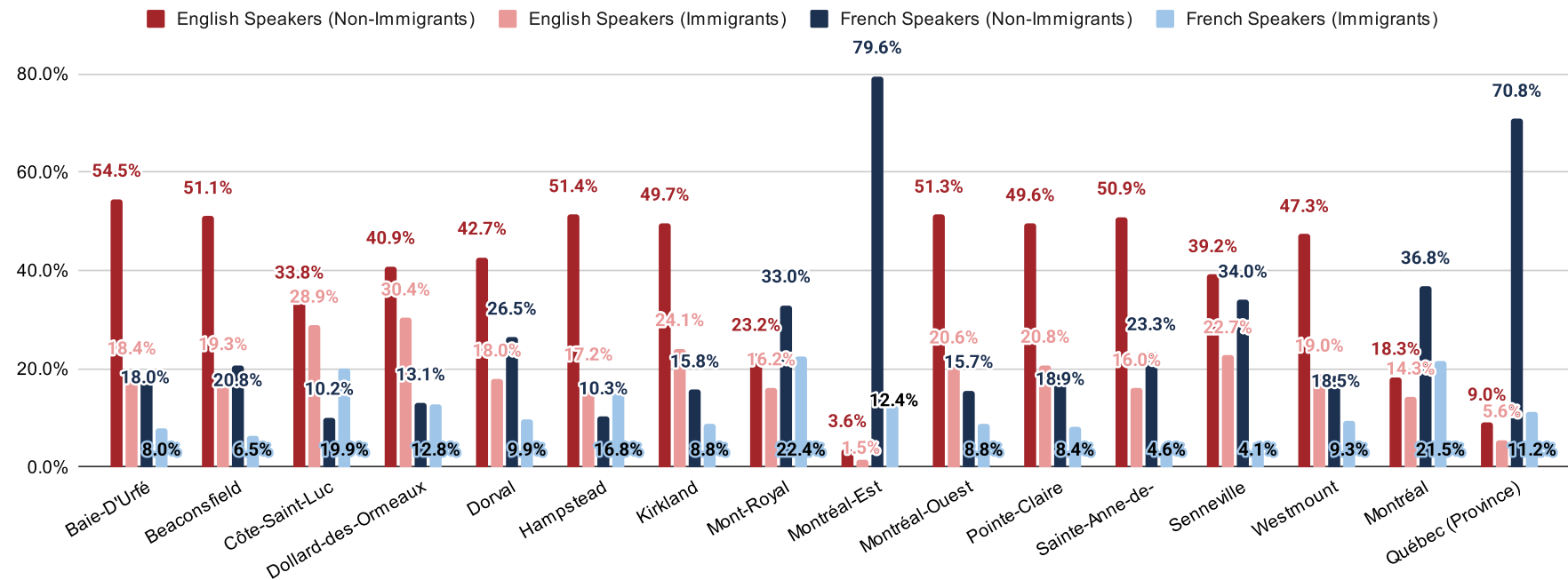
Graph 7: Visible Minority Structure of the Labour Force by Demerged Cities of Montréal



Labour Force - Immigrant Status

The highest shares of English-speaking immigrants in the labour force are in Dollard-des-Ormeaux (30.4%), Côte-Saint-Luc (28.9%) and Kirkland (24.1%). For French-speaking immigrants in the labour force, the highest share is in Mont-Royal (22.4%), followed by Côte-Saint-Luc (19.9%) and Hampstead (16.8%).

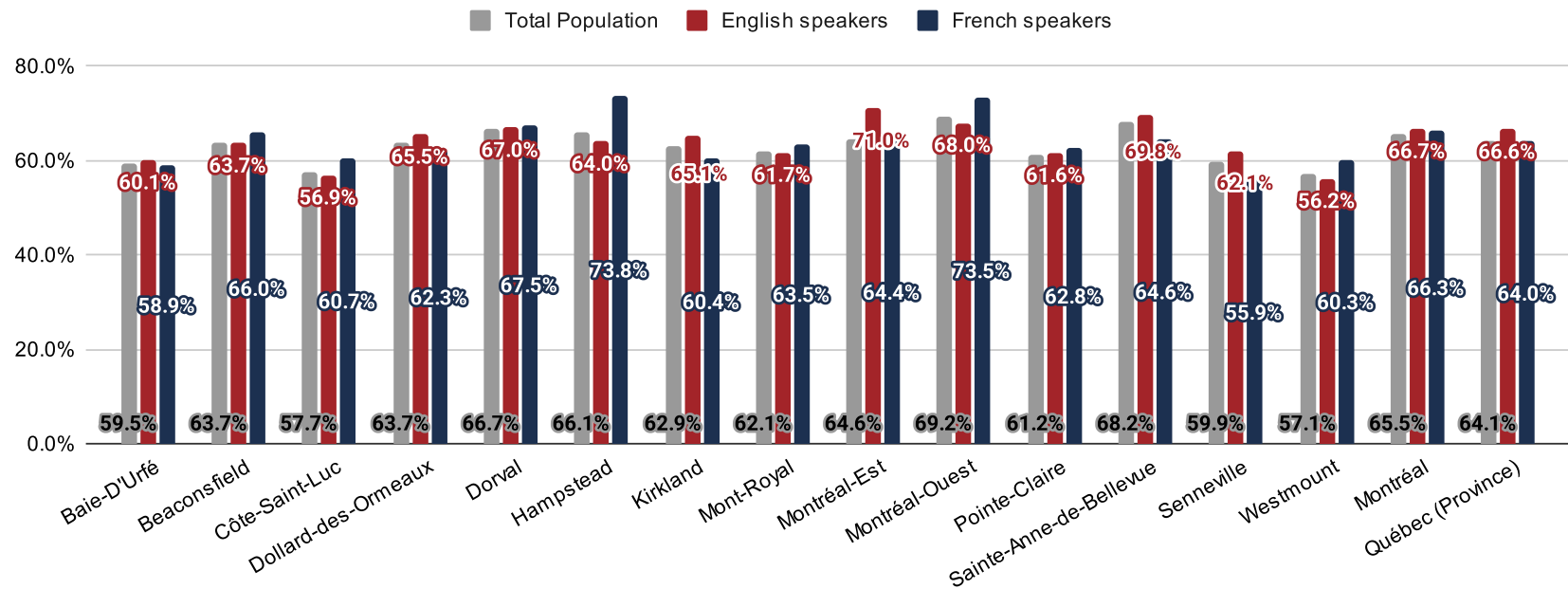
Graph 8: Immigrant Status of the Labour Force by Demerged Cities of Montréal



LABOUR FORCE PARTICIPATION RATE

Across the demerged cities, English speakers have fairly similar labour force participation rates to French speakers. The highest labour force participation rates among English speakers are seen in Montréal-Est (71%), Sainte-Anne-de-Bellevue (69.8%), and Montréal-Ouest (68%).

Graph 9: Labour Force Participation Rate by Demerged Cities of Montréal



Labour Force Participation - Age Structure

Labour force participation rates are relatively high among the 25-54 age group for both linguistic populations. Youth aged 15-24 tend to have lower participation rates, with English-speaking youth in Sainte-Anne-de-Bellevue having the highest labour force participation rate within the English-speaking 15-24 age group among the demerged cities (64.1%).

Table 5.a: Age Structure of Labour Force Participation Rates for English Speakers by Dmerged Cities of Montréal

Labour Force Participation Rate (English Speakers)							
Demerged City	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Baie-D'Urfé	60.1%	52.3%	81.8%	87.5%	84.3%	76.8%	23.9%
Beaconsfield	63.7%	55.0%	83.4%	86.1%	86.1%	72.3%	23.5%
Côte-Saint-Luc	56.9%	47.5%	81.7%	86.2%	83.4%	73.1%	23.5%
Dollard-des-Ormeaux	65.5%	55.9%	85.9%	86.7%	86.3%	77.9%	22.4%
Dorval	67.0%	58.5%	89.2%	89.3%	87.5%	75.0%	21.9%
Hampstead	64.0%	37.6%	79.7%	87.6%	83.3%	80.0%	38.7%
Kirkland	65.1%	56.3%	79.6%	84.0%	85.9%	78.0%	20.7%
Mont-Royal	61.7%	41.1%	79.6%	79.6%	80.8%	74.0%	30.3%
Montréal-Est	71.0%	*	83.3%	*	60.0%	*	*
Montréal-Ouest	68.0%	52.1%	88.9%	93.9%	94.1%	77.9%	31.4%
Pointe-Clare	61.6%	54.5%	86.7%	89.1%	88.0%	74.2%	16.8%
Sainte-Anne-de-Bellevue	69.8%	64.1%	77.0%	84.5%	92.7%	74.7%	26.1%
Senneville	62.1%	50.0%	*	92.3%	*	84.6%	13.8%
Westmount	56.2%	44.6%	83.3%	77.3%	80.3%	72.5%	29.3%
Montréal	66.7%	57.5%	83.6%	84.4%	83.6%	70.8%	19.8%
Québec (Province)	66.6%	57.7%	83.7%	85.3%	84.7%	70.0%	18.3%

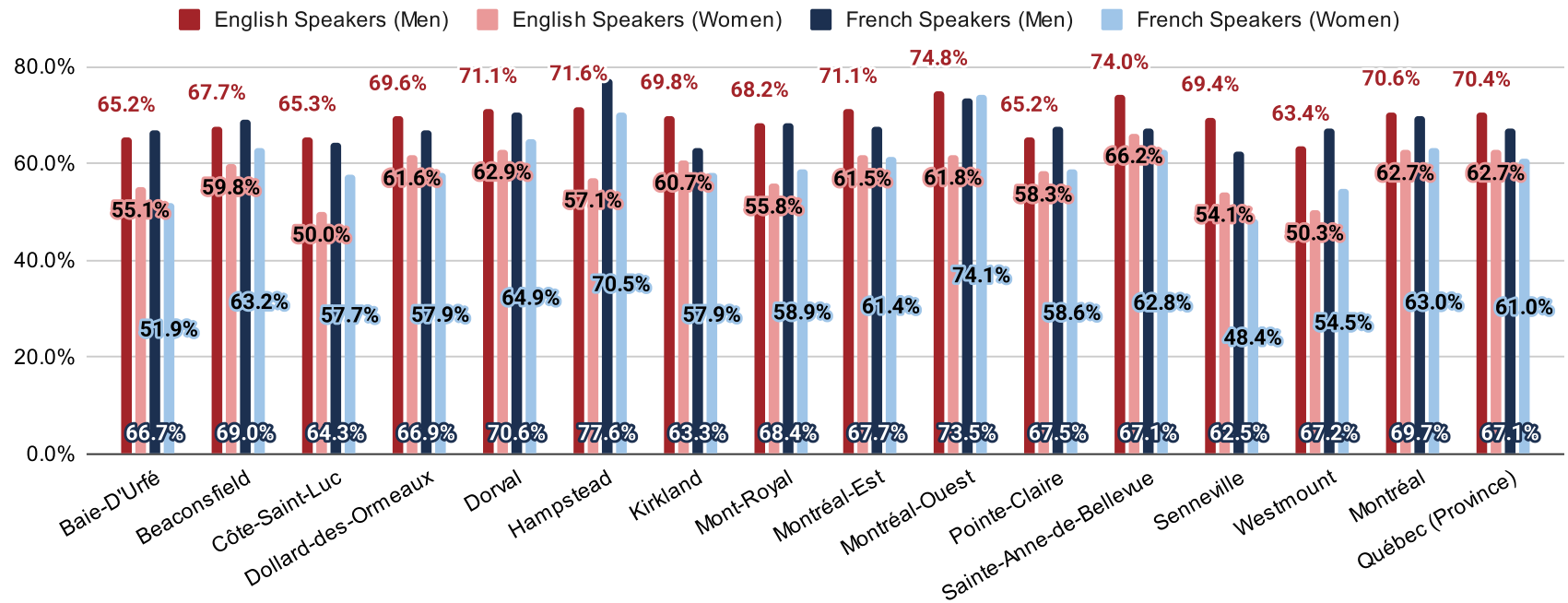
Table 5.b: Age Structure of Labour Force Participation Rates for French Speakers by Dmerged Cities of Montréal

Labour Force Participation Rate (French Speakers)							
Demerged City	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Baie-D'Urfé	58.9%	48.8%	92.9%	94.7%	85.5%	71.6%	17.5%
Beaconsfield	66.0%	47.8%	86.6%	91.3%	90.8%	80.9%	25.3%
Côte-Saint-Luc	60.7%	41.2%	80.7%	89.5%	88.5%	75.6%	24.9%
Dollard-des-Ormeaux	62.3%	55.1%	84.3%	87.5%	89.7%	76.0%	17.7%
Dorval	67.5%	63.8%	93.0%	93.9%	87.4%	72.6%	19.1%
Hampstead	73.8%	52.0%	86.5%	94.0%	96.4%	83.0%	34.1%
Kirkland	60.4%	45.3%	92.7%	89.9%	90.6%	74.8%	20.7%
Mont-Royal	63.5%	42.2%	85.4%	87.8%	90.4%	79.3%	20.8%
Montréal-Est	64.4%	67.9%	79.6%	78.2%	81.0%	63.5%	12.7%
Montréal-Ouest	73.5%	54.4%	90.0%	89.0%	95.5%	82.7%	22.0%
Pointe-Clare	62.8%	57.5%	89.0%	93.6%	92.4%	73.2%	17.3%
Sainte-Anne-de-Bellevue	64.6%	62.5%	79.5%	93.2%	93.5%	74.2%	16.7%
Senneville	55.9%	44.4%	*	87.5%	*	62.5%	15.0%
Westmount	60.3%	40.0%	83.0%	88.6%	83.1%	76.8%	26.6%
Montréal	66.3%	57.7%	87.0%	87.6%	86.1%	67.7%	14.6%
Québec (Province)	64.0%	67.1%	88.5%	90.3%	88.7%	65.2%	13.5%

Labour Force Participation - Gender Structure

Within both linguistic communities, men have higher labour force participation rates than women in all the demerged cities of Montréal, with the exception of Montréal-Ouest. Labour force participation rates among English-speaking men and women are highest in demerged cities such as Montréal-Ouest (74.8% men, 61.8% women), Sainte-Anne-de-Bellevue (74% men, 66.2% women), and Dorval (71.1% men, 62.9% women).

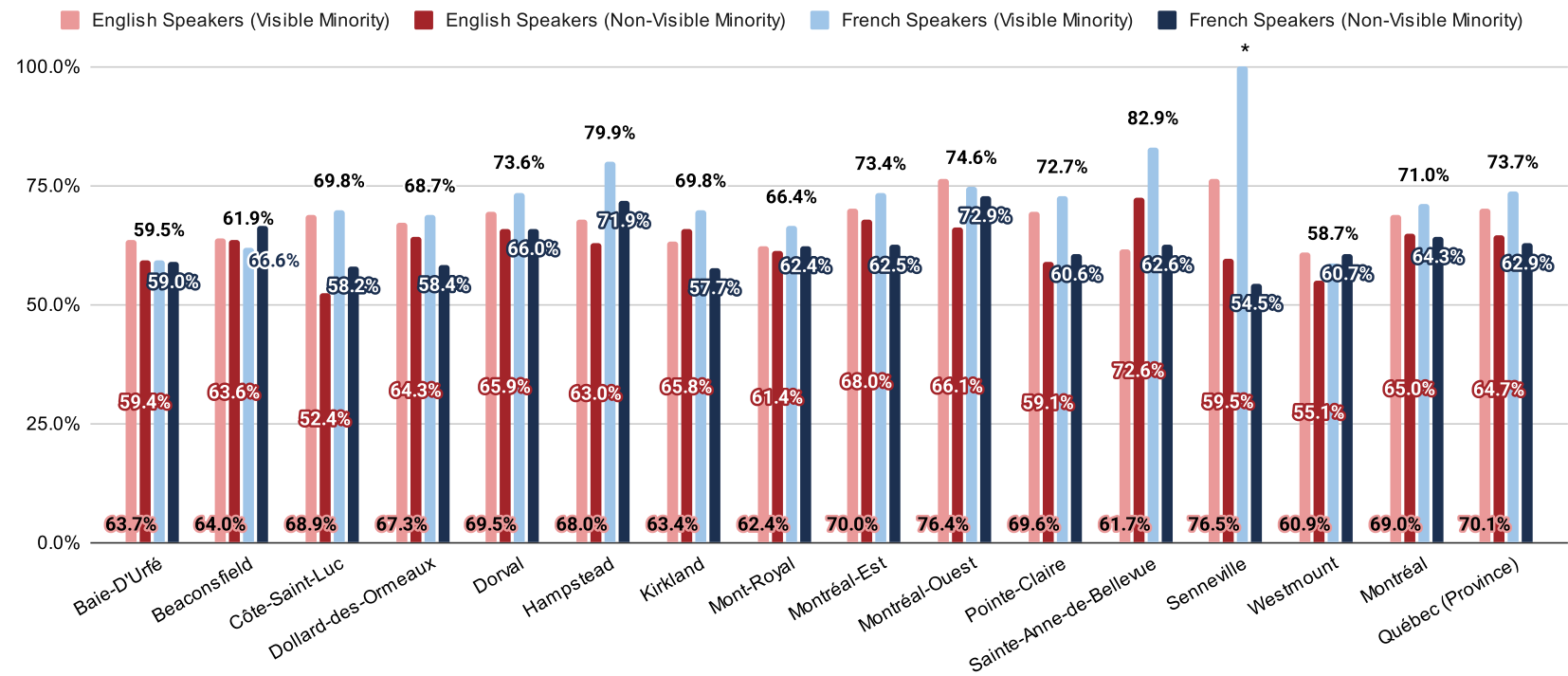
Graph 10: Gender Structure of the Labour Force Participation by Demerged Cities of Montréal



Labour Force Participation - Visible Minority Structure

Labour force participation rates among English-speaking visible minorities are highest in Senneville (76.5%), Montréal-Ouest (76.4%), and Montréal-Est (70%). For French-speaking visible minorities, the highest labour force participation rates are in Senneville, Sainte-Anne-de-Bellevue (82.9%) and Hampstead (79.9%).

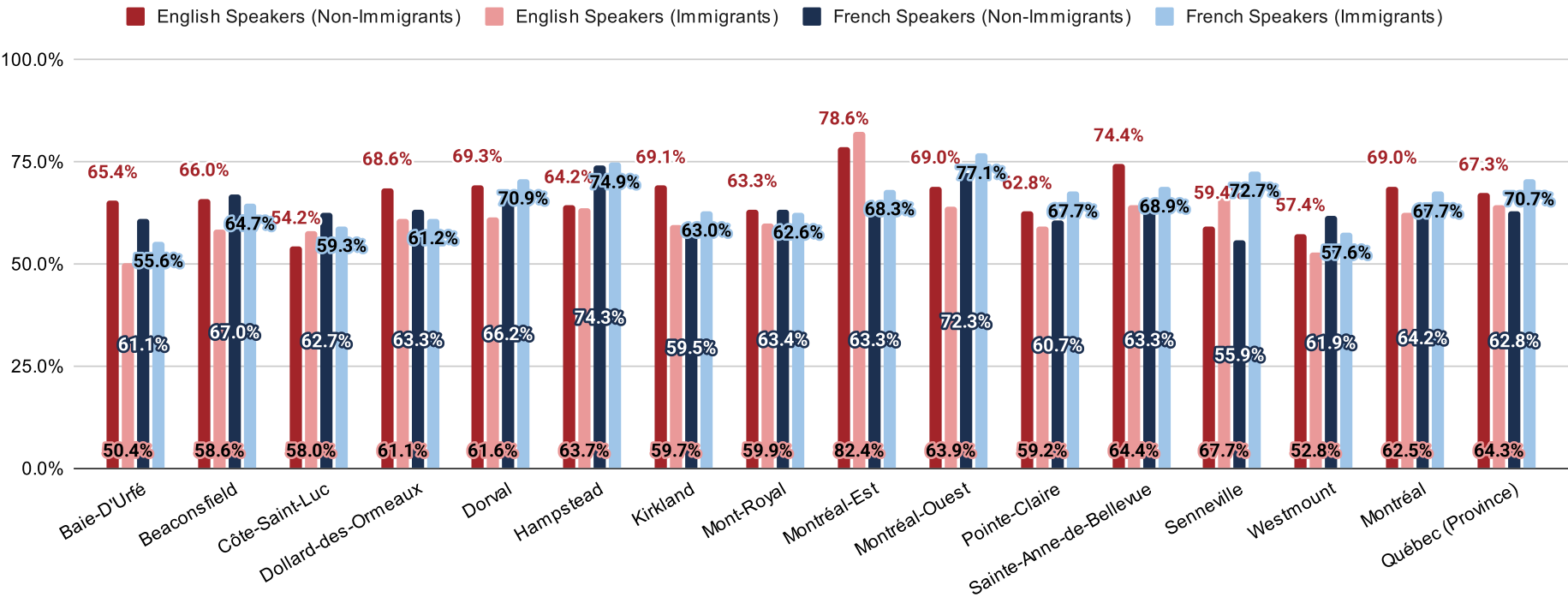
Graph 11: Visible Minority Structure of the Labour Force Participation by Demerged Cities of Montréal

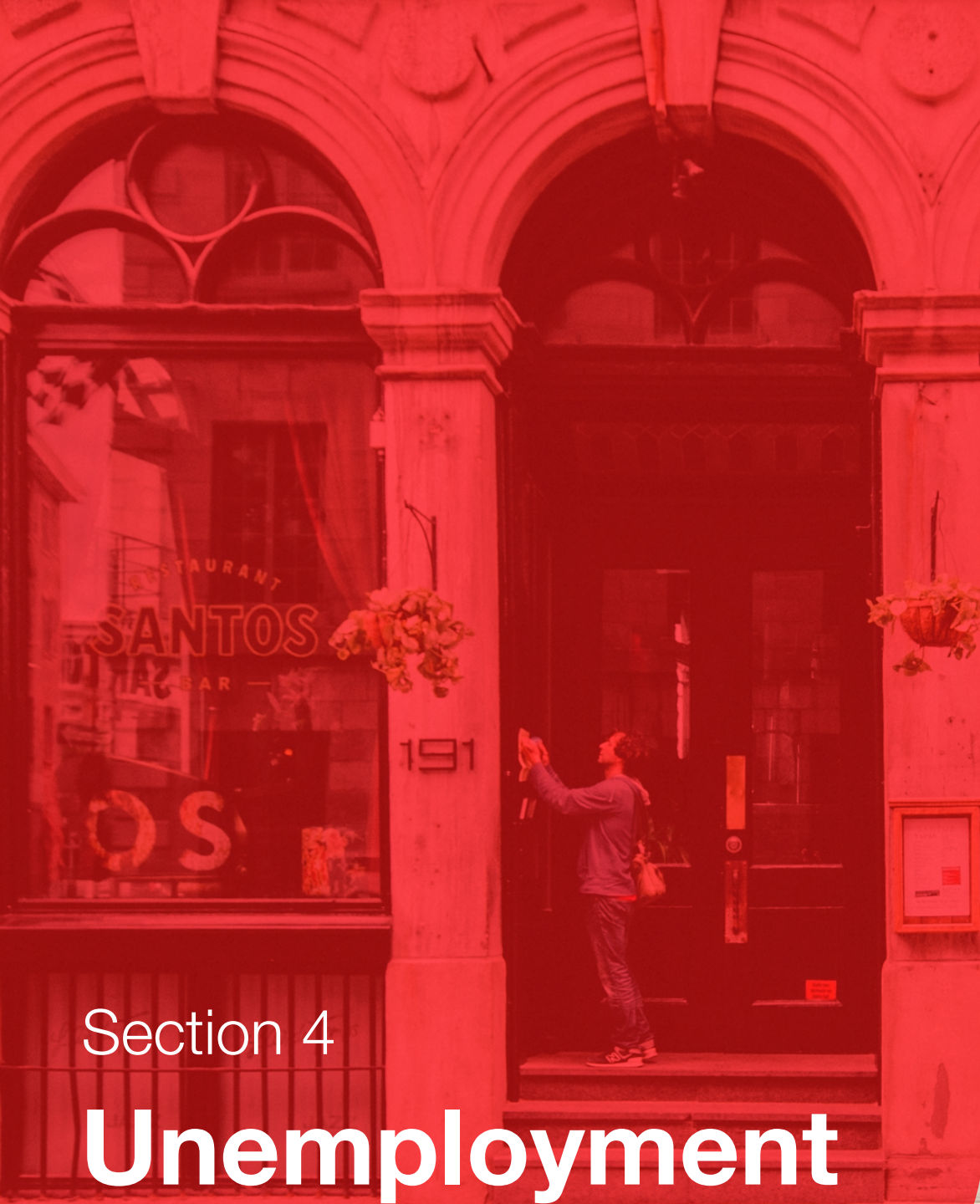


Labour Force Participation - Immigrant Status

Labour force participation rates among English-speaking immigrants are highest in demerged cities such as Montréal-Est (82.4%), Senneville (67.7%), and Sainte-Anne-de-Bellevue (64.4%). Among French-speaking immigrants, the highest labour force participation rates are seen in Montréal-Ouest (77.1%), Hampstead (74.9%), and Senneville (72.7%).

Graph 12: Immigrant Status of the Labour Force Participation by Demerged Cities of Montréal





Section 4

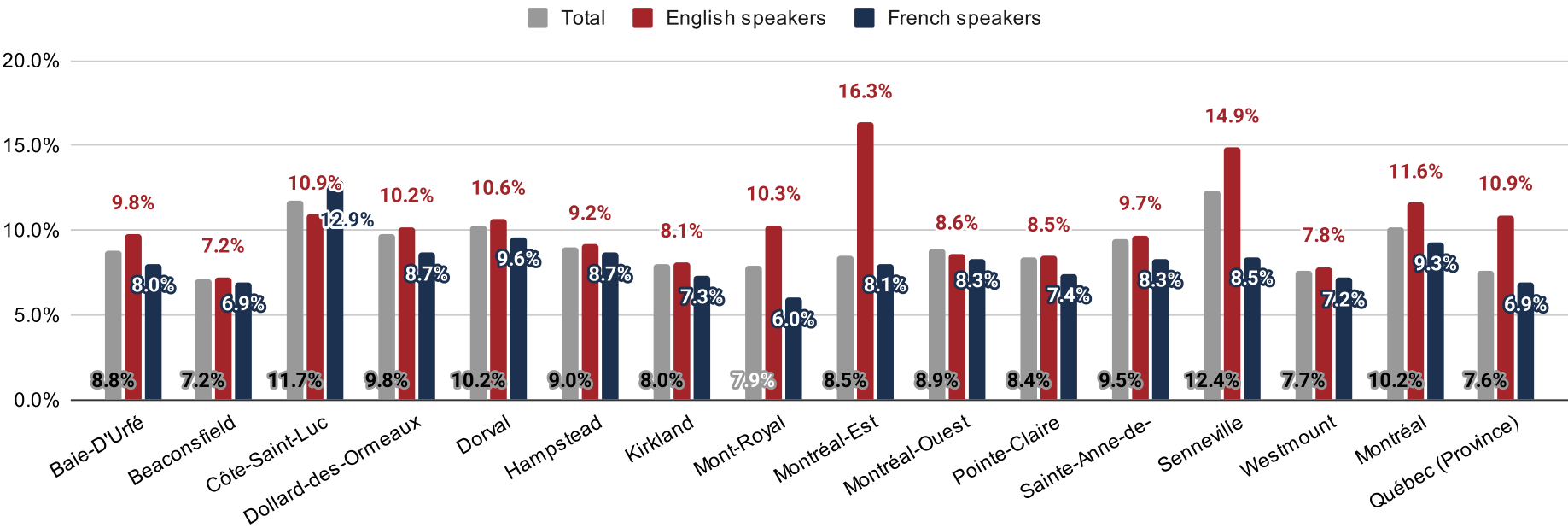
Unemployment



UNEMPLOYMENT RATE

In almost all of the demerged cities of Montréal, with the exception of Côte-Saint-Luc, English speakers have higher unemployment rates than French speakers. The highest unemployment rates are experienced by English speakers in Montréal-Est (16.3%) and Senneville (14.9%).

Graph 13: Unemployment Rate by Demerged Cities of Montréal



Unemployment Rate - Age Structure

Among both linguistic populations, youth aged 15-24 tend to have significantly higher unemployment rates than the other age groups. The highest unemployment rates among English-speaking youth are observed in Montréal-Ouest (30.7%), Hampstead (27.1%), and Westmount (25%).

Table 6.a: Age Structure of Unemployment Rate for English Speakers by Demerged Cities of Montréal

Unemployment Rate (English Speakers)							
Demerged City	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Baie-D'Urfé	9.8%	23.5%	11.1%	4.8%	7.8%	4.7%	*
Beaconsfield	7.2%	17.2%	6.9%	4.8%	3.9%	5.5%	8.4%
Côte-Saint-Luc	10.9%	22.1%	13.5%	7.7%	8.9%	9.3%	8.7%
Dollard-des-Ormeaux	10.2%	17.6%	11.9%	7.2%	6.9%	10.0%	10.9%
Dorval	10.6%	18.5%	11.4%	8.3%	6.7%	10.6%	12.6%
Hampstead	9.2%	27.1%	7.6%	6.8%	7.1%	5.8%	9.5%
Kirkland	8.1%	16.0%	6.9%	7.5%	5.0%	8.2%	4.2%
Mont-Royal	10.3%	23.6%	13.2%	8.4%	5.4%	12.7%	2.0%
Montréal-Est	16.3%	*	*	*	*	40.0%	*
Montréal-Ouest	8.6%	30.7%	12.5%	3.9%	2.7%	6.9%	3.9%
Pointe-Claire	8.5%	17.8%	7.8%	7.6%	5.4%	6.8%	10.5%
Sainte-Anne-de-Bellevue	9.7%	10.6%	15.9%	6.4%	7.9%	4.2%	8.3%
Senneville	14.9%	22.2%	*	*	26.7%	*	*
Westmount	7.8%	25.0%	5.3%	7.4%	6.6%	5.6%	2.6%
Montréal	11.6%	18.4%	10.9%	10.0%	9.5%	11.2%	12.1%
Québec (Province)	10.9%	17.4%	10.6%	9.0%	8.6%	10.8%	12.7%

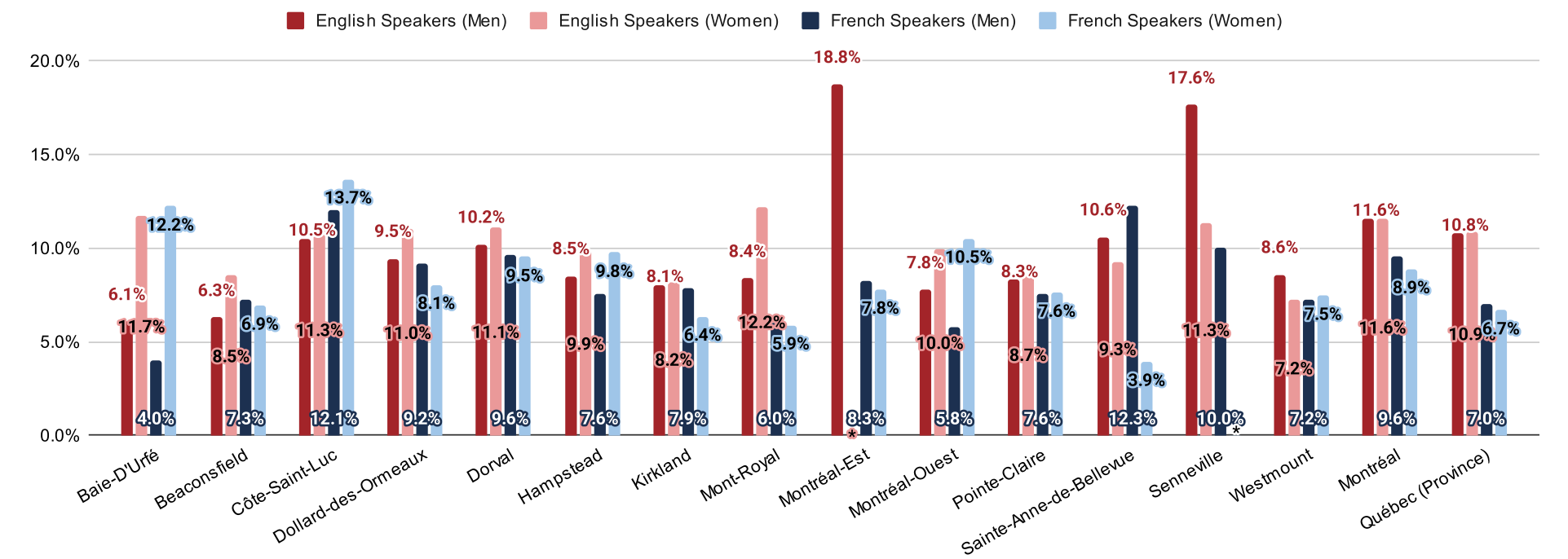
Table 6.b: Age Structure of Unemployment Rate for French Speakers by Demerged Cities of Montréal

Unemployment Rate (French Speakers)							
Demerged City	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Baie-D'Urfé	8.0%	20.0%	15.4%	*	8.5%	*	22.2%
Beaconsfield	6.9%	25.2%	8.5%	3.2%	5.2%	3.1%	4.0%
Côte-Saint-Luc	12.9%	16.0%	13.9%	11.3%	8.8%	12.3%	19.4%
Dollard-des-Ormeaux	8.7%	17.5%	9.2%	5.4%	6.7%	6.1%	12.2%
Dorval	9.6%	19.7%	8.7%	5.3%	6.8%	10.1%	14.8%
Hampstead	8.7%	19.2%	13.0%	9.0%	2.8%	4.5%	*
Kirkland	7.3%	18.9%	7.1%	4.1%	3.3%	9.4%	8.0%
Mont-Royal	6.0%	17.3%	3.9%	4.6%	4.7%	3.6%	2.4%
Montréal-Est	8.1%	12.7%	8.3%	4.3%	3.7%	11.3%	*
Montréal-Ouest	8.3%	22.4%	*	6.2%	4.7%	*	*
Pointe-Claire	7.4%	14.0%	9.3%	5.4%	3.7%	7.0%	8.4%
Sainte-Anne-de-Bellevue	8.3%	35.0%	*	*	7.0%	*	20.0%
Senneville	8.5%	*	*	*	*	*	*
Westmount	7.2%	21.3%	7.0%	4.8%	5.6%	5.9%	3.0%
Montréal	9.3%	16.7%	8.1%	7.3%	7.3%	8.8%	16.4%
Québec (Province)	6.9%	10.9%	5.8%	4.6%	4.6%	7.3%	18.6%

Unemployment Rate - Gender Structure

Unemployment rates among English-speaking women tend to be higher compared to English-speaking men. English-speaking men experience the highest unemployment rates in Montréal-Est (18.8%) and Senneville (17.6%), while English-speaking women experience the highest unemployment rates in Mont-Royal (12.2%) and Baie-D'Urfé (11.7%). Among French speakers, women in Côte-Saint-Luc have the highest unemployment rate (13.7%).

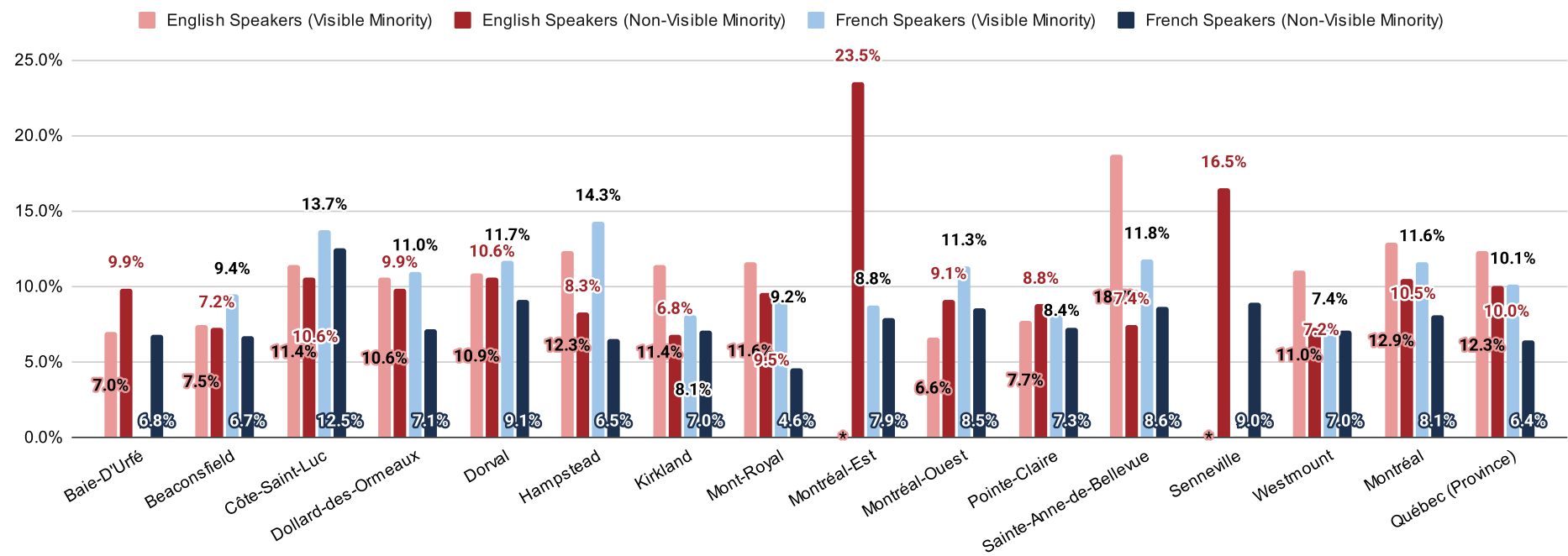
Graph 14: Gender Structure of Unemployment Rate by Demerged Cities of Montréal



Unemployment Rate - Visible Minorities Structure

Unemployment rates among English-speaking visible minorities are highest in Sainte-Anne-de-Bellevue (18.7%), Hampstead (12.3%), and Mont-Royal (11.6%). Among French-speaking visible minorities, the unemployment rates are highest in Hampstead (14.3%), Côte-Saint-Luc (13.7%), and Sainte-Anne-de-Bellevue (11.8%).

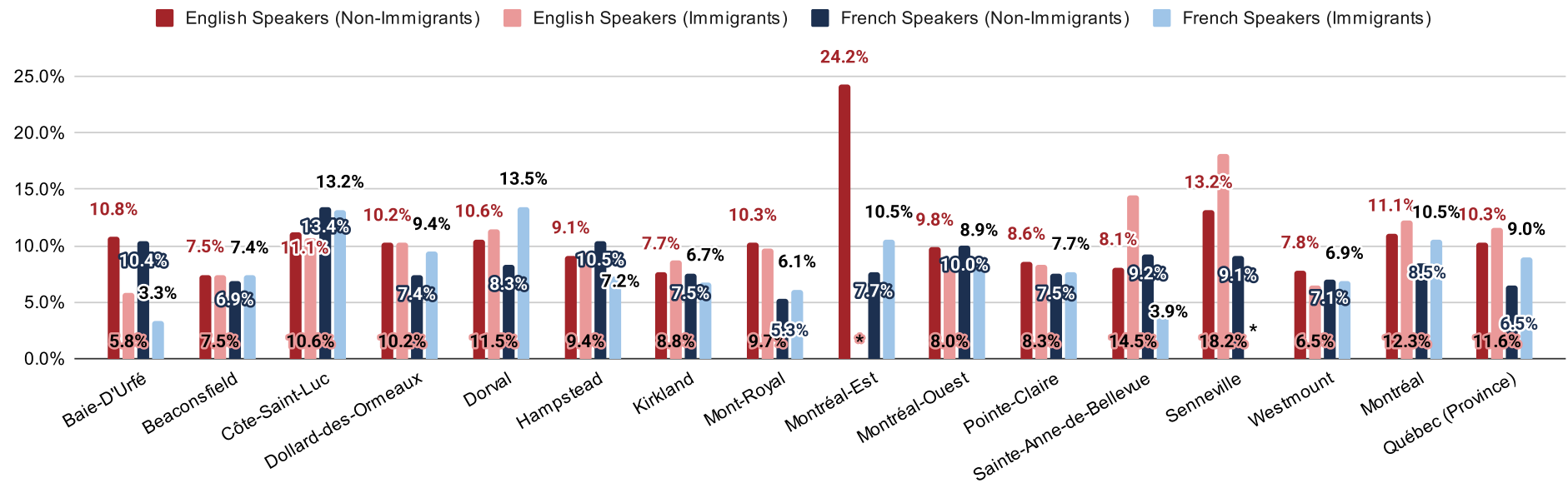
Graph 15: Visible Minority Structure of Unemployment Rate by Demerged Cities of Montréal



Unemployment Rate - Immigrant Status

Unemployment rates for English-speaking immigrants are highest in Senneville (18.2%), Sainte-Anne-de-Bellevue (14.5%) and Dorval (11.5%). For French-speaking immigrants, the unemployment rates are highest in Dorval (13.5%), Côte-Saint-Luc (13.2%), and Montréal-Est (10.5%).

Graph 16: Immigrant Status of Unemployment Rate by Boroughs of Montréal





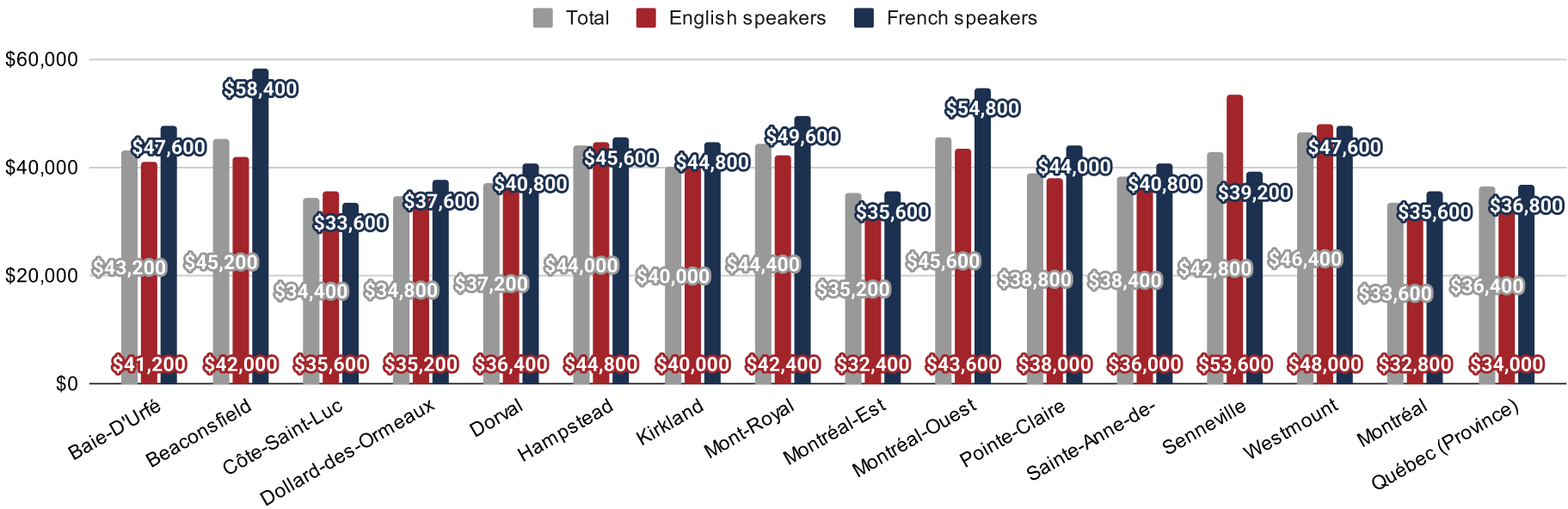
Section 5

Income

AFTER-TAX INCOME³⁵

English speakers tend to earn a lower median after-tax income than French speakers in the demerged cities of Montréal, with the exceptions of Westmount, Côte-Saint-Luc and Senneville. The largest gap in median after-tax income between the two linguistic groups is found in Beaconsfield (\$16,400).

Graph 17: Median After-Tax Income by Boroughs of Montréal

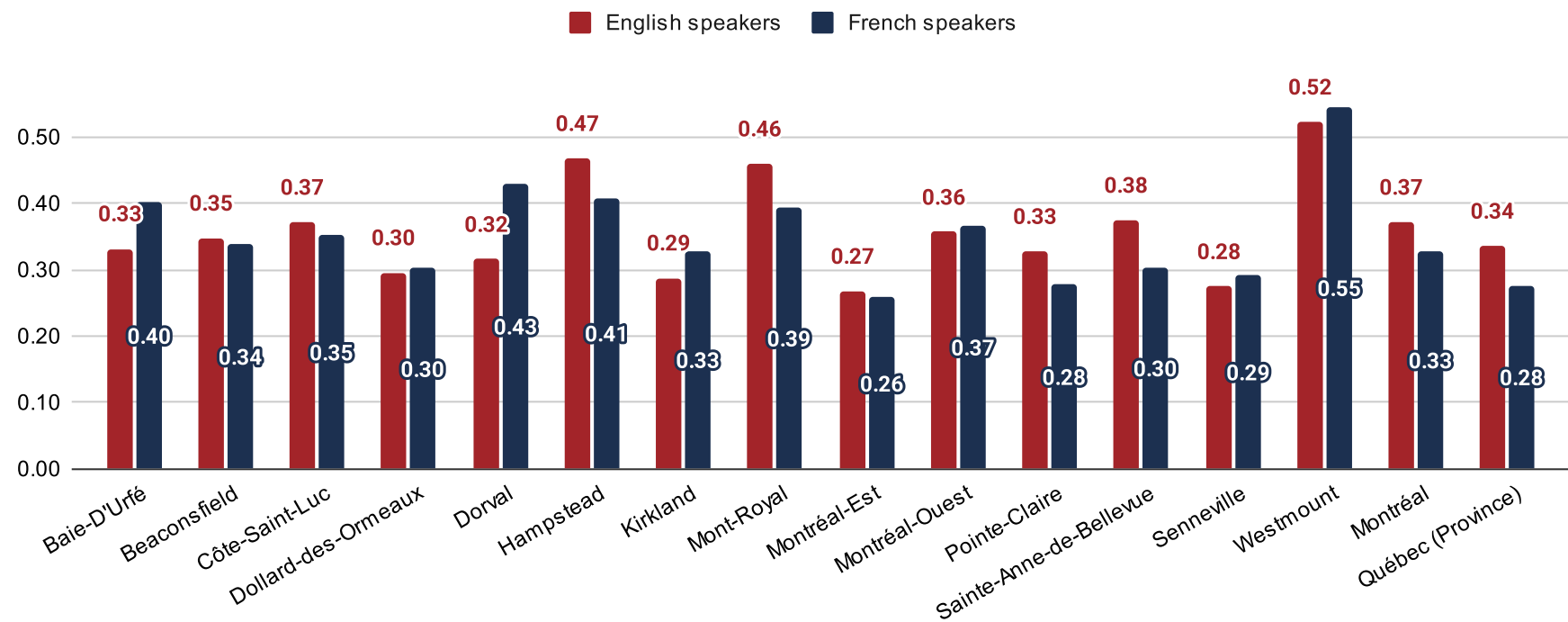


³⁵ The data in this section pertains to individuals who speak only English or only French as their first official language. Individuals who speak both official languages were not distributed among English and French speakers in the graph below. This is due to limitations on the data available.

INCOME INEQUALITY

In approximately half of the demerged cities, English speakers have a higher Gini index coefficient (on adjusted household after-tax income)³⁶ compared to French speakers. English speakers in Westmount (0.52), Hampstead (0.47) and Mont-Royal (0.46) have the highest Gini coefficient index values. Within the French-speaking population, Westmount is the demerged city with the highest Gini coefficient index value at 0.55, followed by Dorval (0.43) and Hampstead (0.41).

Graph 18: Gini Coefficient by Boroughs of Montréal

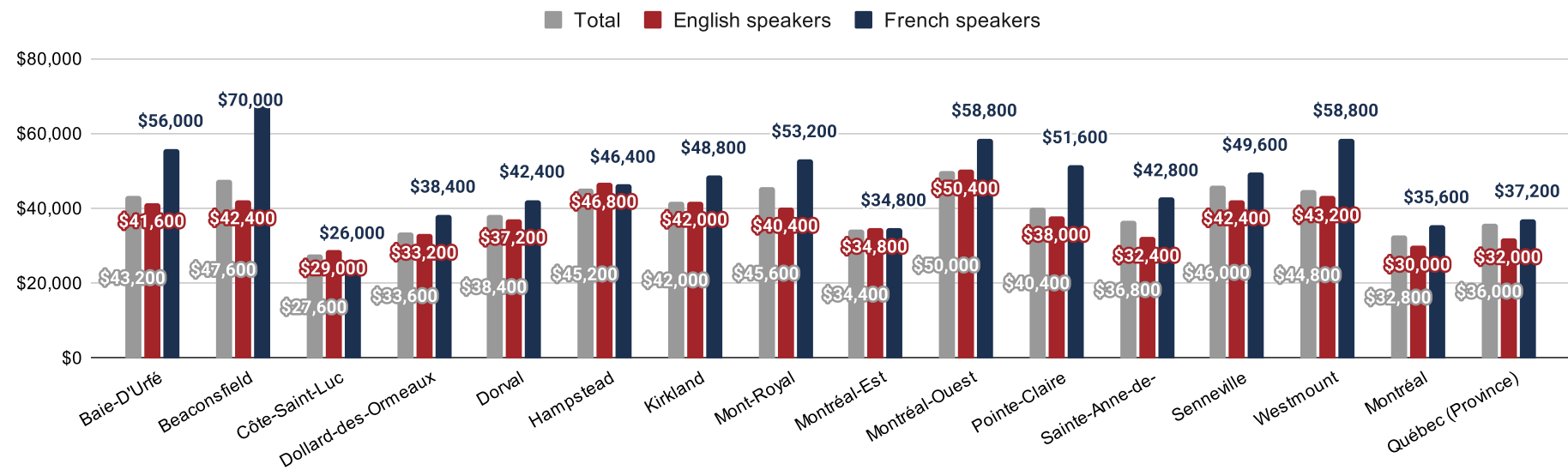


³⁶ According to the Census, the Gini coefficient, or Gini index, is a measure of inequality that indicates how equally income is distributed for a given population. The Gini coefficient values range from 0 to 1, with higher coefficient values denoting higher income inequality. A value of 0 indicates perfect income equality, meaning income is equally divided among the population, while a Gini coefficient of 1 refers to a perfectly unequal income distribution in the population.

EMPLOYMENT INCOME³⁷

English speakers earn a lower median employment income than French speakers in almost all of the demerged cities of Montréal, with the exceptions of Hampstead, Côte-Saint-Luc, and Montréal-Est. The largest gap in median employment income between the two linguistic groups is found in Beaconsfield (\$27,600), followed by Westmount (\$15,600) and Baie-D’Urfé (\$14,400).

Graph 19: Median Employment Income by Boroughs of Montréal



³⁷ The data in this section (except for Low Income) pertains to individuals who speak only English or only French as their first official language; this is due to limitations in the data available.

Employment Income - Age Structure

Youth aged 15-24 and mature workers aged 65-74 tend to earn lower median employment incomes than other age groups. This trend is seen in both linguistic communities. Notably, French speakers aged 45-54 in Westmount are the highest earning group among the demerged cities with \$127,000 in median employment income.

Table 7.a: Age Structure of Median Employment Income for English Speakers by Boroughs of Montréal

Median Employment Income (English Speakers)							
Demerged City	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Baie-D'Urfé	\$41,600	\$6,320	\$31,400	\$87,000	\$97,000	\$77,000	\$12,100
Beaconsfield	\$42,400	\$6,850	\$31,600	\$75,000	\$81,000	\$73,000	\$15,900
Côte-Saint-Luc	\$29,000	\$6,550	\$30,600	\$40,000	\$40,000	\$38,400	\$27,000
Dollard-des-Ormeaux	\$33,200	\$6,750	\$32,800	\$46,400	\$51,600	\$42,000	\$20,600
Dorval	\$37,200	\$10,100	\$38,800	\$51,600	\$48,400	\$46,800	\$16,000
Hampstead	\$46,800	\$4,760	\$33,200	\$68,500	\$84,000	\$81,000	\$36,000
Kirkland	\$42,000	\$6,850	\$39,600	\$65,000	\$75,500	\$62,400	\$25,200
Mont-Royal	\$40,400	\$6,280	\$33,600	\$64,500	\$79,000	\$53,600	\$34,400
Montréal-Est	\$34,800	...	x	\$34,800	x	x	...
Montréal-Ouest	\$50,400	\$5,000	\$37,600	\$69,500	\$84,000	\$70,000	\$32,800
Pointe-Clare	\$38,000	\$6,550	\$35,200	\$57,600	\$64,000	\$51,200	\$12,300
Sainte-Anne-de-Bellevue	\$32,400	\$9,200	\$32,400	\$48,400	\$54,400	\$62,000	\$16,400
Senneville	\$42,400	\$10,900	\$40,400	\$57,200	\$96,000	\$92,000	\$8,200
Westmount	\$43,200	\$6,240	\$40,400	\$58,000	\$99,000	\$78,500	\$45,600
Montréal	\$30,000	\$8,500	\$31,200	\$42,400	\$45,200	\$40,000	*
Québec (Province)	\$32,000	\$8,800	\$33,200	\$45,200	\$48,000	\$40,400	*

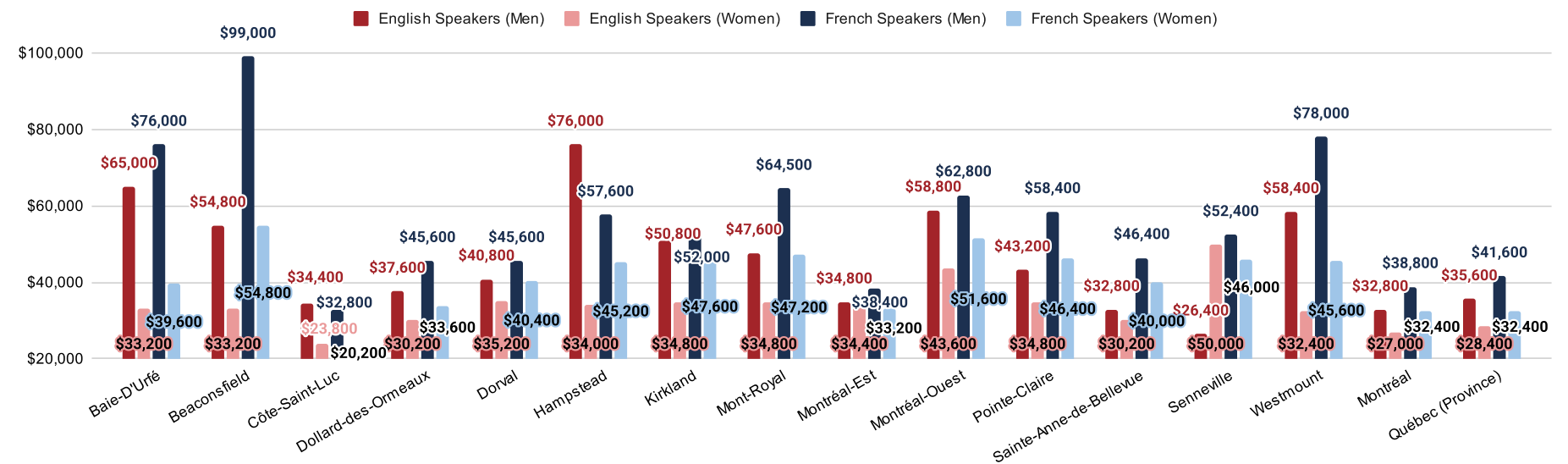
Table 7.b: Age Structure of Median Employment Income for French Speakers by Boroughs of Montréal

Median Employment Income (French Speakers)							
Demerged City	Total Population	15-24	25-34	35-44	45-54	55-64	65+
Baie-D'Urfé	\$56,000	\$4,000	\$19,400	\$58,000	\$113,000	\$93,000	\$6,000
Beaconsfield	\$70,000	\$6,400	\$41,600	\$95,000	\$116,000	\$84,000	\$23,200
Côte-Saint-Luc	\$26,000	\$6,750	\$27,400	\$44,800	\$45,200	\$40,400	\$12,800
Dollard-des-Ormeaux	\$38,400	\$8,100	\$36,800	\$56,400	\$58,400	\$52,000	\$14,000
Dorval	\$42,400	\$9,800	\$42,000	\$66,000	\$69,000	\$51,200	\$8,200
Hampstead	\$46,400	\$6,160	\$37,600	\$75,000	\$91,000	\$60,000	\$86,000
Kirkland	\$48,800	\$5,360	\$53,200	\$73,000	\$91,000	\$68,500	\$21,600
Mont-Royal	\$53,200	\$5,480	\$48,000	\$81,000	\$115,000	\$112,000	\$10,800
Montréal-Est	\$34,800	\$11,700	\$39,200	\$46,000	\$44,400	\$45,600	\$7,450
Montréal-Ouest	\$58,800	\$7,600	\$45,200	\$97,000	\$111,000	\$56,400	\$38,400
Pointe-Clare	\$51,600	\$9,100	\$47,600	\$76,000	\$72,000	\$61,200	\$12,400
Sainte-Anne-de-Bellevue	\$42,800	\$5,000	\$36,000	\$57,200	\$85,000	\$56,800	\$32,000
Senneville	\$49,600	x	...	x	\$78,000	\$53,200	x
Westmount	\$58,800	\$6,750	\$28,600	\$84,000	\$127,000	\$98,000	\$113,000
Montréal	\$35,600	\$9,000	\$36,000	\$48,800	\$50,800	\$43,600	*
Québec (Province)	\$37,200	\$10,900	\$39,200	\$52,000	\$54,400	\$40,000	*

Employment Income - Gender Structure

Men earn higher median employment incomes than women in both linguistic communities, with the exception of English-speaking women in Senneville. English-speaking men tend to earn less than French-speaking men except in Côte-Saint-Luc and Hampstead. English-speaking women tend to earn less than French-speaking women except in Côte-Saint-Luc, Montréal-Est, and Senneville. French-speaking men in Beaconsfield earn the highest median employment income of \$99,000, while French-speaking women in Côte-Saint-Luc earn the lowest median employment income of \$20,200.

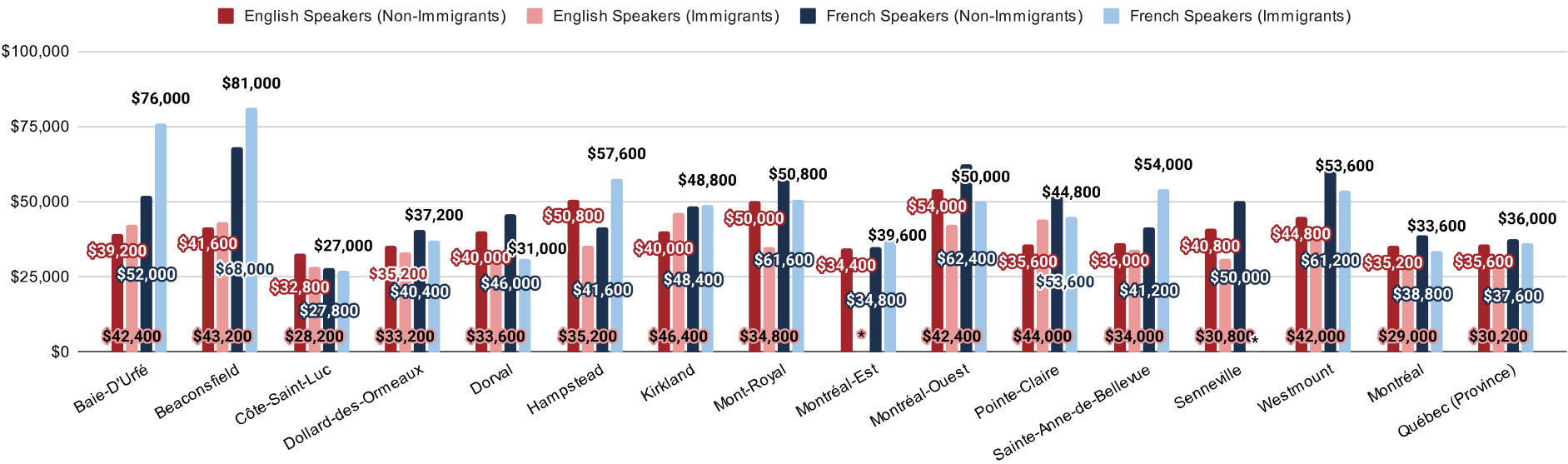
Graph 20: Gender Structure of Median Employment Income by Boroughs of Montréal



Employment Income - Immigrant Status

Among the demerged cities, non-immigrants tend to earn higher median employment income than immigrants in both linguistic communities. English-speaking immigrants tend to earn less than French-speaking immigrants, with the exception of Côte-Saint-Luc. French-speaking immigrants in Beaconsfield earn the highest median employment income of \$81,000, while French-speaking immigrants in Côte-Saint-Luc earn the lowest median employment income of \$27,000.

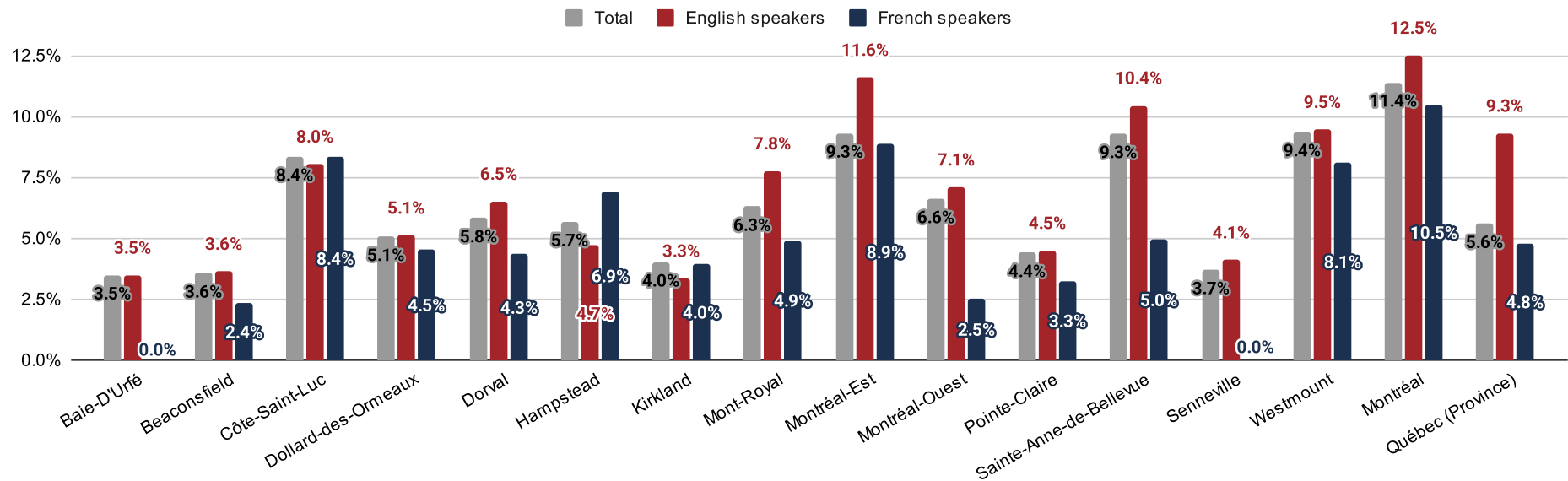
Graph 21: Immigrant Status of Median Employment Income by Boroughs of Montréal



LOW INCOME

Generally, a higher proportion of English speakers live under the low income cut-off (LICO) than French speakers in the demerged cities of Montréal. The demerged city with the highest proportion of low income English speakers is Montréal-Est (11.6%), followed by Sainte-Anne-de-Bellevue (10.4%) and Westmount (9.5%).

Graph 22: Low Income Rate (LICO-AT) by Boroughs of Montréal





Section 6

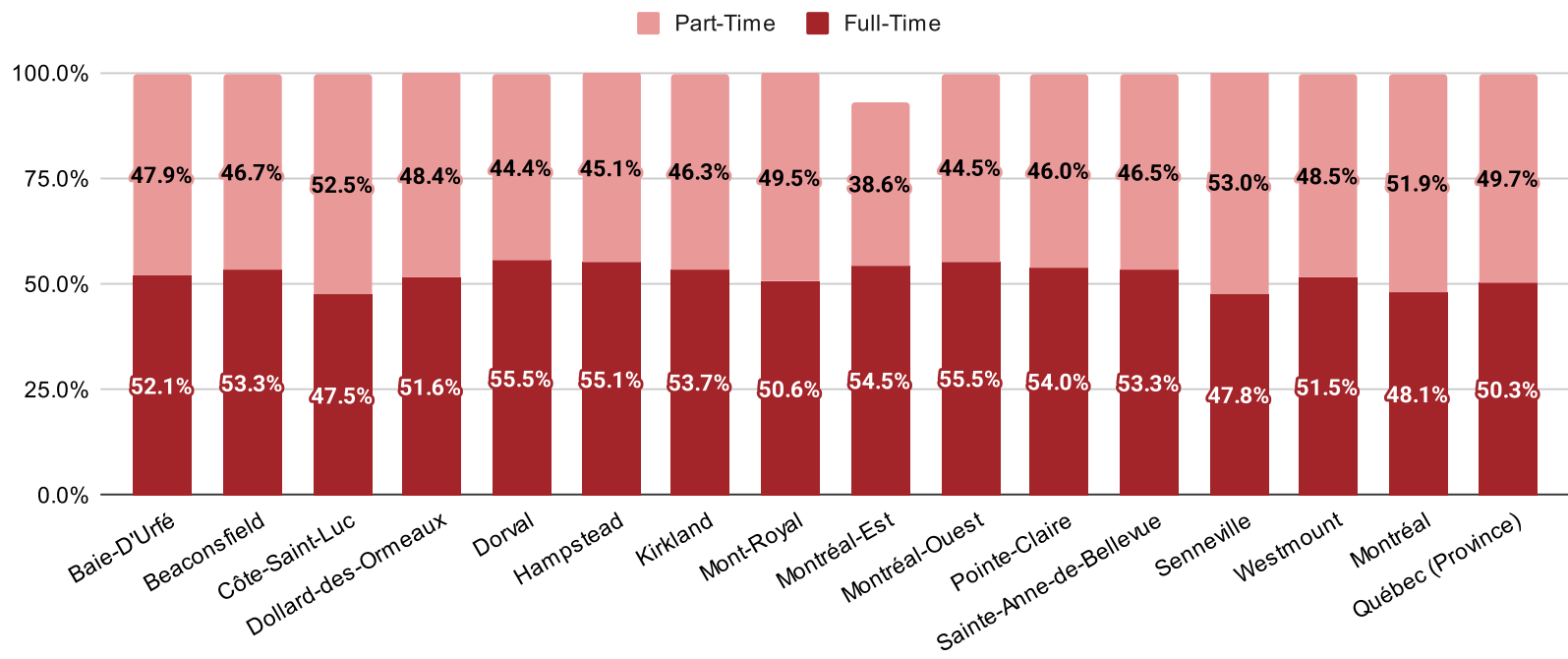
Work Activity

Work Activity

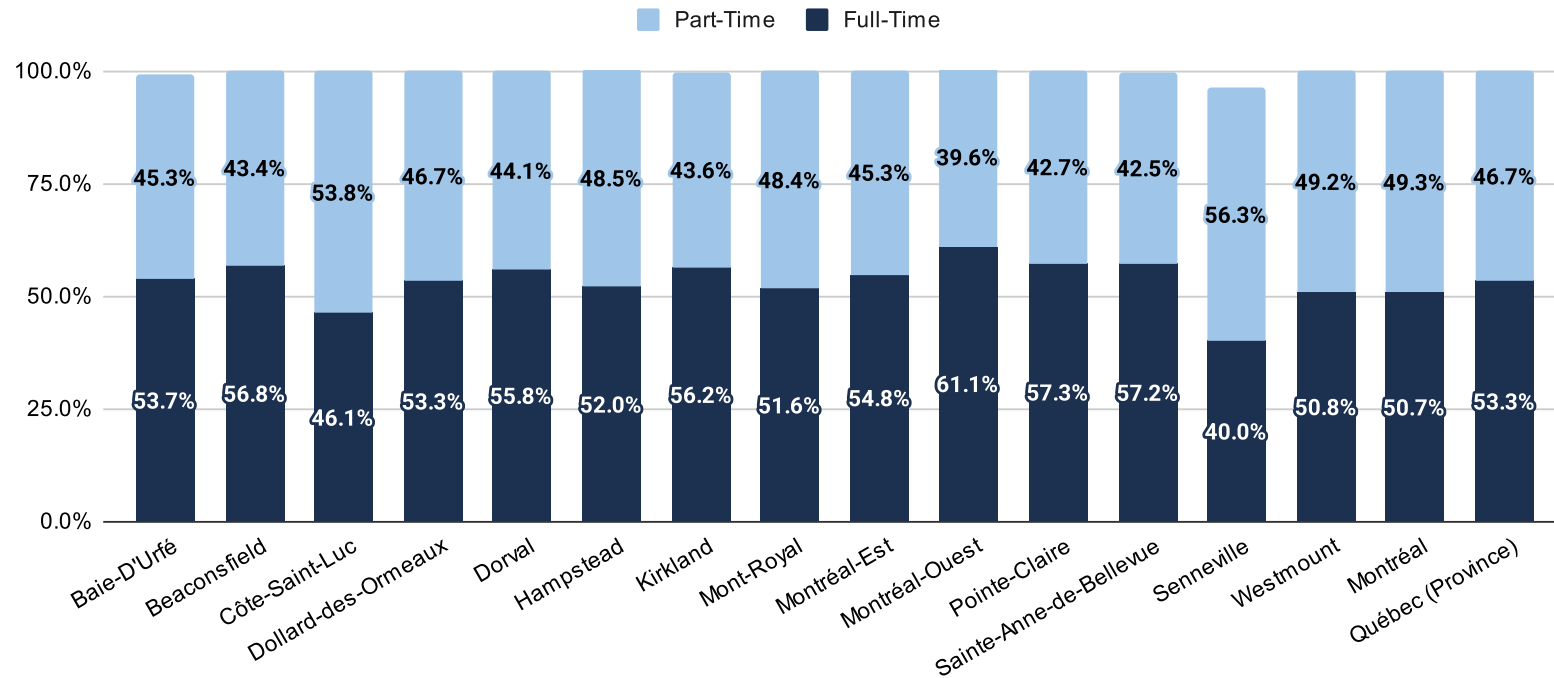
English speakers tend to be more heavily engaged in part-time work compared to French-speaking speakers in the demerged cities of Montréal, with the exceptions of Côte-Saint-Luc, Hampstead, Montréal-Est, Senneville, and Westmount.

English speakers in Senneville (53%), Côte-Saint-Luc (52.5%), and Mont-Royal (49.5%) reportedly have the highest part-time work activity in the demerged cities. French speakers in Montréal-Ouest reportedly have the highest share of full-time work activity (61.1%) among the demerged cities.

Graph 23.a: Work Activity of English Speakers by Boroughs of Montréal



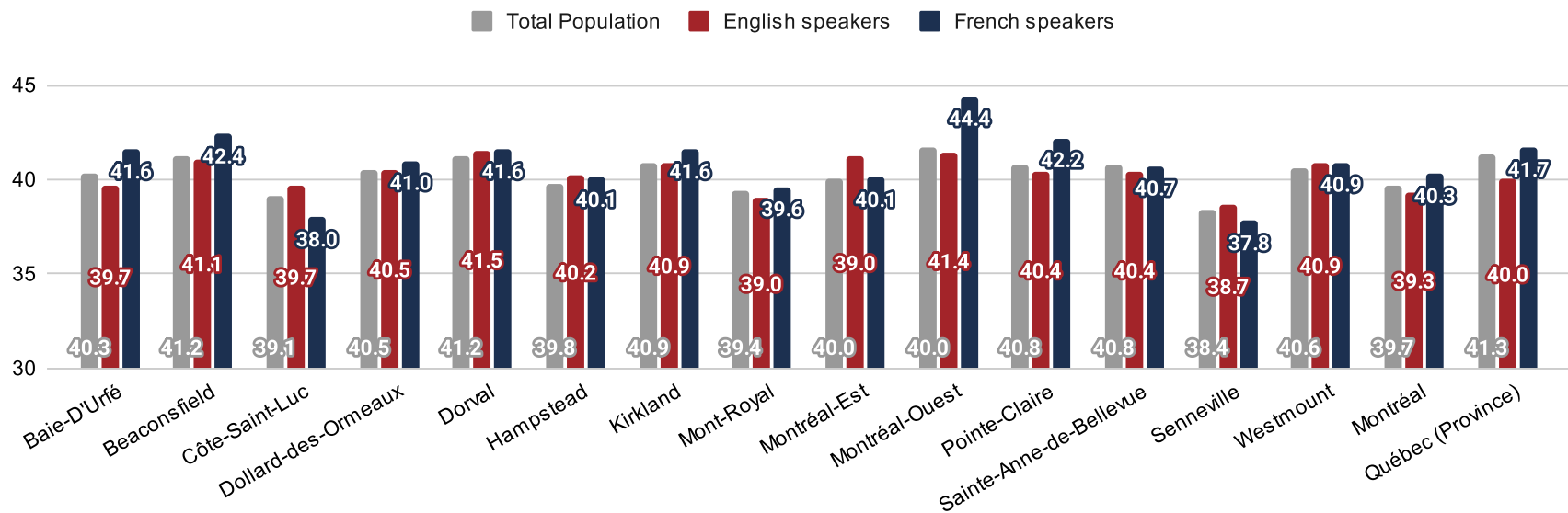
Graph 23.b: Work Activity of French Speakers by Boroughs of Montréal



Average weeks worked³⁸

French speakers generally worked a higher average number of weeks per year than English speakers. English speakers worked the lowest average number of weeks in Senneville (38.7) and Mont-Royal (39)

Graph 24: Average Weeks Worked by Boroughs of Montréal



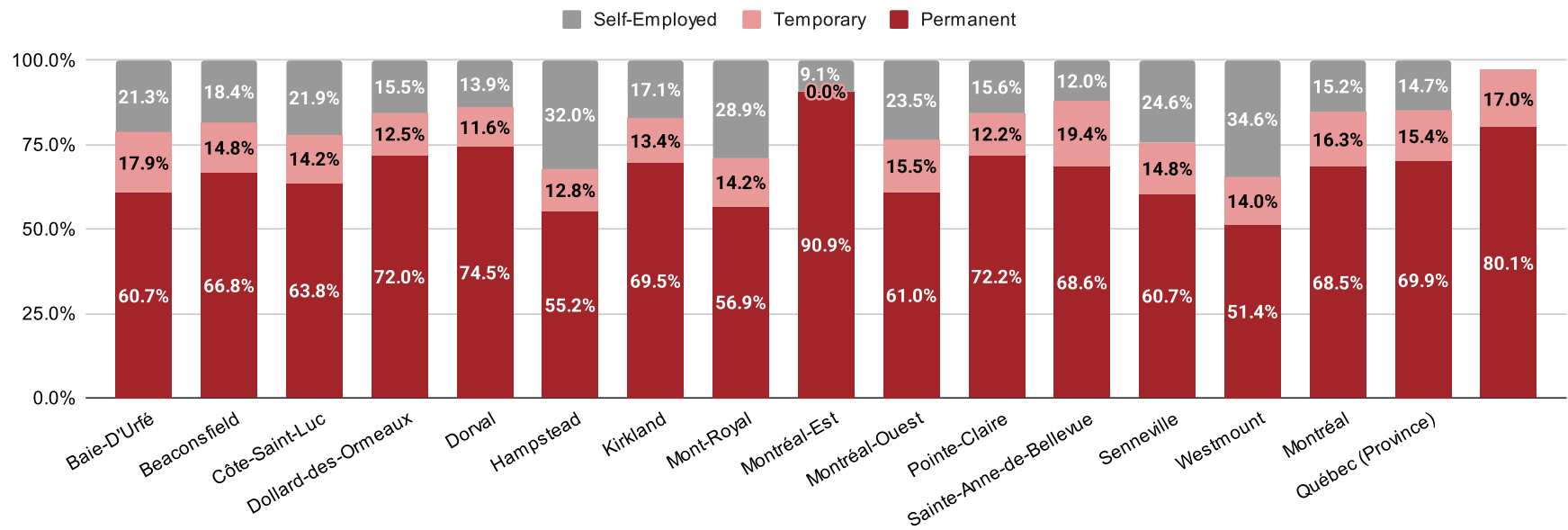
³⁸ The data in this section pertains to individuals who speak only English or only French as their first official language. Individuals who speak both official languages were not distributed among English and French speakers in the graph below. This is due to limitations on the data available.

Types of Workers

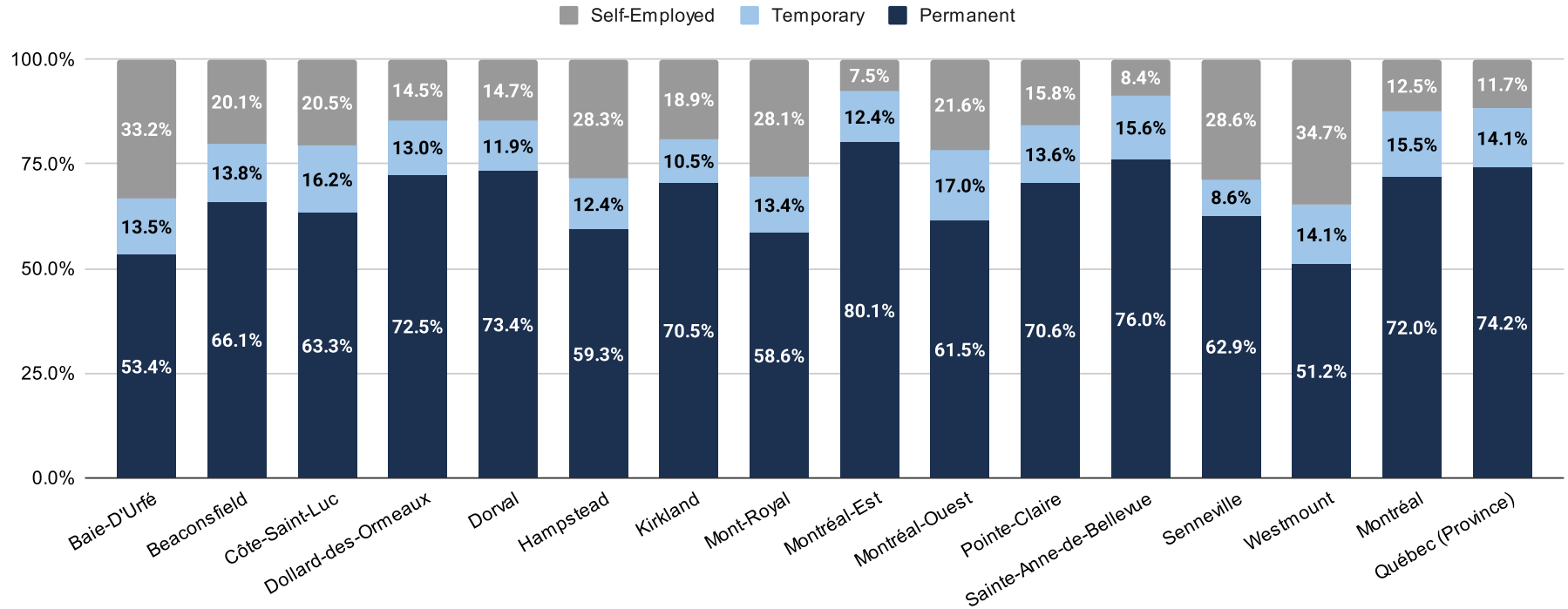
Montréal-Est (90.9%), Dorval (74.5%), and Pointe-Claire (72.2%) have the highest shares of English speakers in permanent positions among the demerged cities of Montréal. The highest shares of temporary work among English speakers are seen in Sainte-Anne-de-Bellevue (19.4%), Baie-D’Urfé (17.9%) and Montréal-Ouest (15.5%).

Montréal-Est (80.1%), Sainte-Anne-de-Bellevue (76%), and Dorval (73.4%) hold the highest shares of French speakers in permanent positions among the demerged cities of Montréal. The highest shares of temporary work among French speakers were reported in Montréal-Ouest (17%), Côte-Saint-Luc (16.2%), and Sainte-Anne-de-Bellevue (15.6%).

Graph 25.a: Type of Worker in the English-Speaking Labour Force by Boroughs of Montréal



Graph 25.b: Type of Worker in the French-Speaking Labour Force by Boroughs of Montréal



Skills Profile of English Speakers

TOP INDUSTRIES

In 8 of the 15 demerged cities 'Professional, scientific and technical services' rank as the top industry for the total population. 'Professional, scientific and technical services' also rank as the top industry among both English speakers and French speakers in 9 of the 15 demerged cities of Montréal. 'Health care and social assistance' ranks as the top industry for French speakers in 5 of the 15 demerged cities.

Table 8: Top Industries by Demerged Cities of Montréal

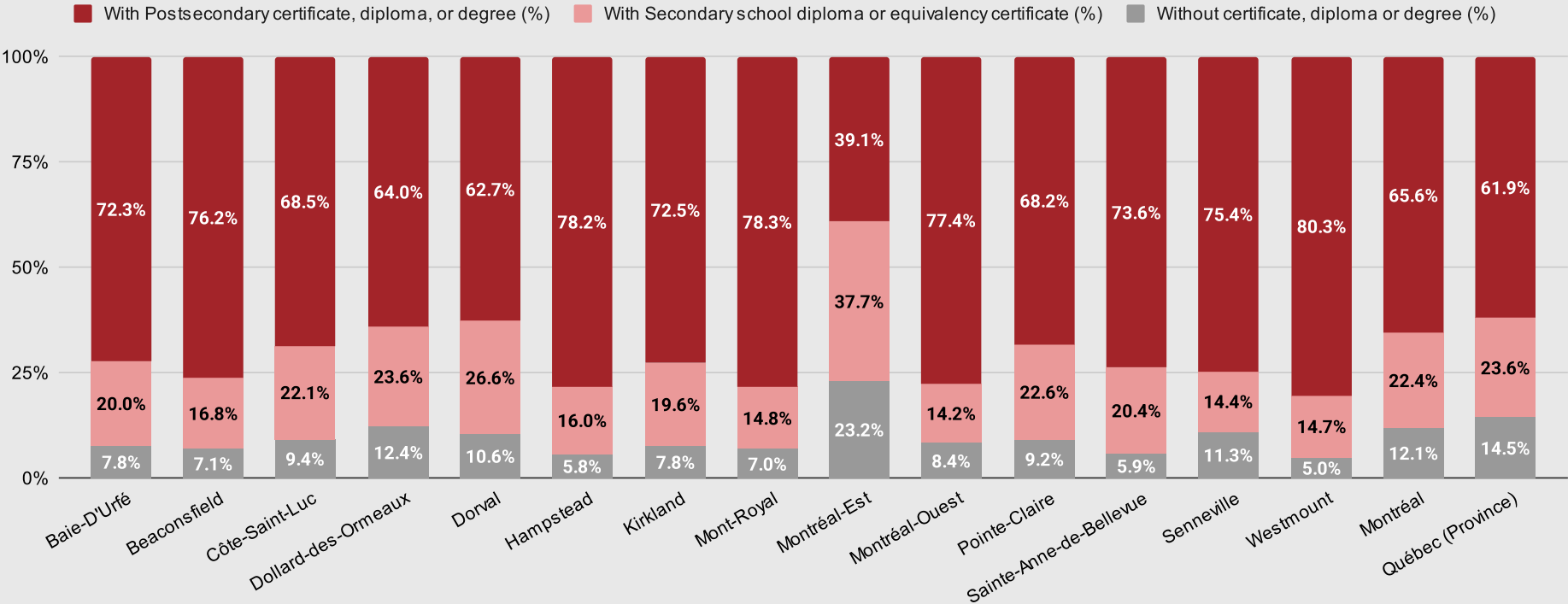
Top Industry by Demerged Cities			
Demerged Cities	Population	Industry	(%) of Population
Baie-D'Urfé	Total	Professional, scientific and technical services	15.0%
	English Speakers	Professional, scientific and technical services	16.0%
	French Speakers	Health care and social assistance	20.7%
Beaconsfield	Total	Professional, scientific and technical services	15.9%
	English Speakers	Professional, scientific and technical services	15.0%
	French Speakers	Professional, scientific and technical services	18.1%
Côte-Saint-Luc	Total	Health care and social assistance	15.2%
	English Speakers	Health care and social assistance	15.1%
	French Speakers	Health care and social assistance	15.5%
Dollard-des-Ormeaux	Total	Retail trade	12.5%
	English Speakers	Retail trade	12.5%
	French Speakers	Health care and social assistance	12.5%
Dorval	Total	Transportation and warehousing	10.6%
	English Speakers	Transportation and warehousing	11.6%
	French Speakers	Professional, scientific and technical services	10.7%

Demerged Cities	Population	Industry	(%) of Population
Hampstead	Total	Health care and social assistance	16.7%
	English Speakers	Professional, scientific and technical services	15.7%
	French Speakers	Health care and social assistance	22.2%
Kirkland	Total	Professional, scientific and technical services	14.2%
	English Speakers	Professional, scientific and technical services	13.7%
	French Speakers	Professional, scientific and technical services	16.2%
Mont-Royal	Total	Professional, scientific and technical services	17.7%
	English Speakers	Professional, scientific and technical services	17.1%
	French Speakers	Professional, scientific and technical services	18.1%
Montréal-Est	Total	Health care and social assistance	14.3%
	English Speakers	Retail trade	46.7%
	French Speakers	Health care and social assistance	14.6%
Montréal-Ouest	Total	Professional, scientific and technical services	16.3%
	English Speakers	Professional, scientific and technical services	17.0%
	French Speakers	Professional, scientific and technical services	15.5%
Pointe-Claire	Total	Professional, scientific and technical services	13.7%
	English Speakers	Professional, scientific and technical services	13.5%
	French Speakers	Professional, scientific and technical services	14.4%
Sainte-Anne-de-Bellevue	Total	Educational services	13.5%
	English Speakers	Educational services	14.2%
	French Speakers	Professional, scientific and technical services	15.4%
Senneville	Total	Professional, scientific and technical services	17.9%
	English Speakers	Professional, scientific and technical services	17.9%
	French Speakers	Professional, scientific and technical services	23.5%
Westmount	Total	Professional, scientific and technical services	20.0%
	English Speakers	Professional, scientific and technical services	20.6%
	French Speakers	Professional, scientific and technical services	18.7%

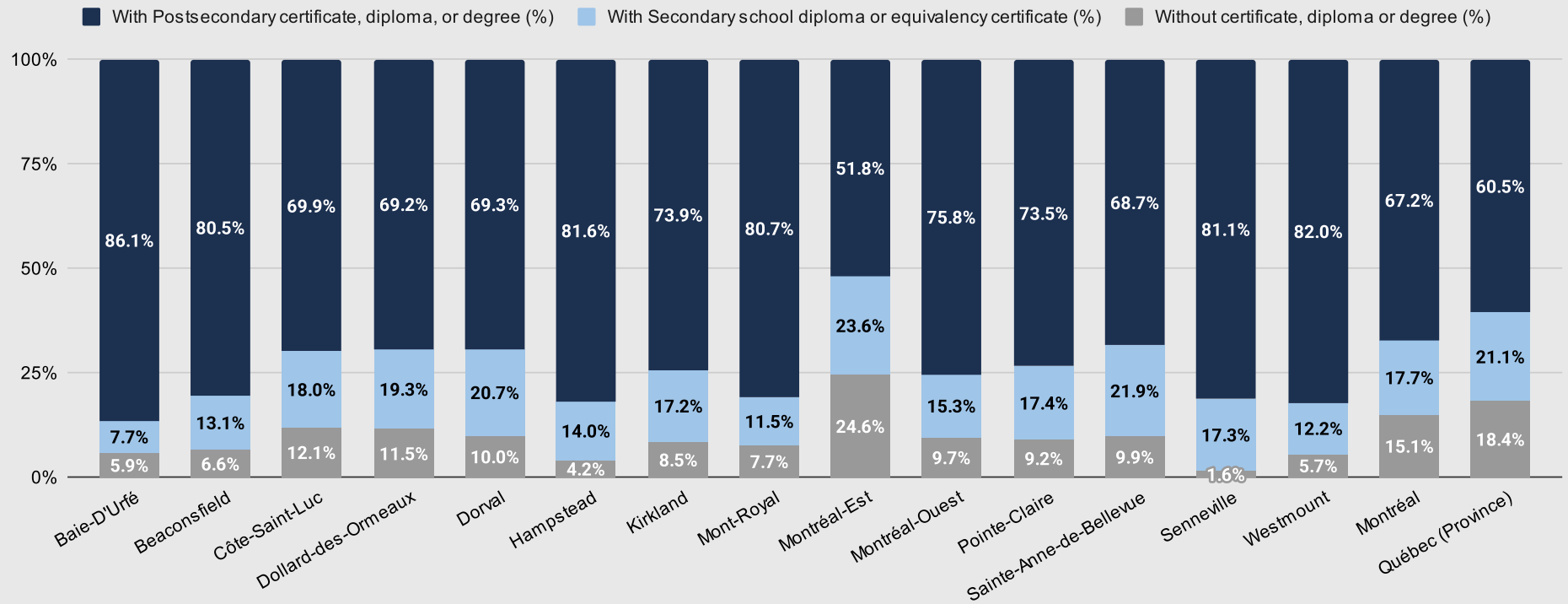
EDUCATIONAL ATTAINMENT

Both English and French speakers tend to have relatively high levels of post-secondary attainment in the demerged cities. Post-secondary attainment among English speakers in the demerged cities is highest in Westmount (80.3%) and lowest in Montréal-Est (39.1%).

Graph 26.a: Educational Attainment of English Speakers by Boroughs of Montréal



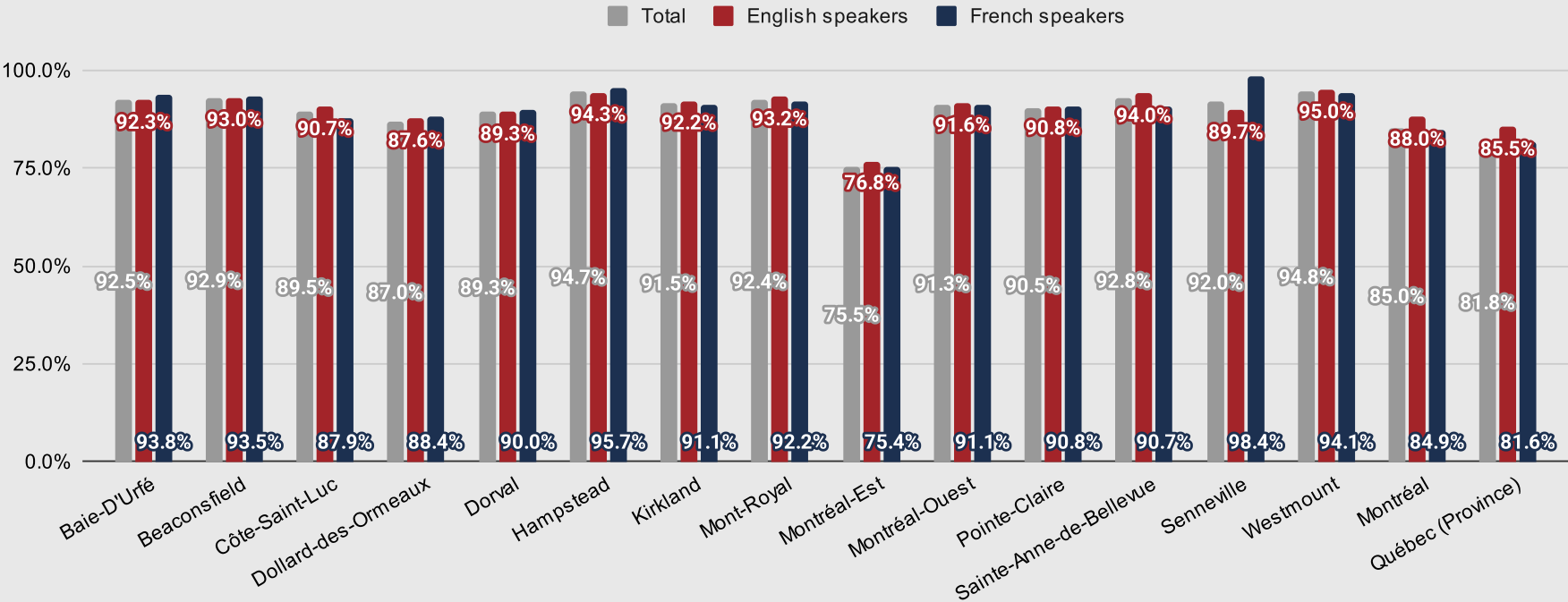
Graph 26.b: Educational Attainment of French Speakers by Boroughs of Montréal



Minimum Secondary Educational Attainment

English speakers tend to have similar secondary attainment levels to French speakers across the demerged cities, with 95% of English speakers in Westmount having completed a secondary school diploma.

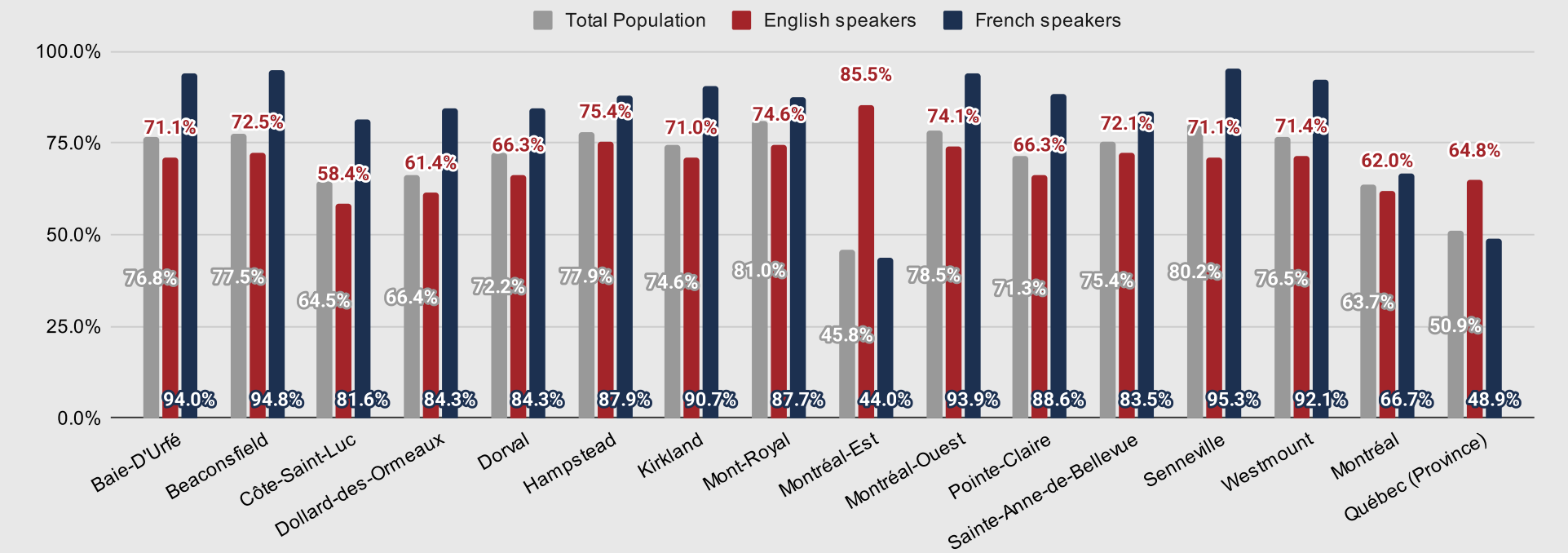
Graph 27: Minimum Secondary Education Attainment by Boroughs of Montréal



ENGLISH-FRENCH BILINGUALISM³⁹

Generally, French speakers have higher bilingualism rates than English speakers in all the demerged cities of Montréal, with the exception of Montréal-Est. English speakers in Montréal-Est reported an English-French bilingualism rate of 85.5%, the highest among English speakers in the demerged cities, while English speakers in Côte-Saint-Luc reported the lowest bilingualism rate (58.4%).

Graph 28: English-French Bilingualism Rates by Boroughs of Montréal



³⁹ Statistics Canada utilizes the term “knowledge of official languages” in reference to whether an individual can conduct a conversation in English only, French only, in both or in neither language. This is used to measure bilingualism. It should be noted that this metric relies on self-reported data, and primarily measures conversational ability. For this reason, it captures a broad spectrum of bilingualism, ranging from intermediate to full fluency.

Issues & Needs

This section provides an overview of the labour market issues and needs among English speakers in Montréal's labour market based on online focus groups and interviews with individuals from organizations serving English speakers in the region. Interviews were conducted in May 2023. In the same month, we conducted in-person consultations with relevant organizations in order to further identify issues and needs. The participants were questioned on the employment challenges facing English speakers, skill needs and employability needs. Responses were transcribed and sorted thematically to identify key themes.

Skills Needs

Participants identified two skill needs among English speakers in Montréal: French-language competency and soft skills. French-language proficiency is increasingly essential to integrate into the labour market in Montréal, especially after the adoption of Bill 96, which introduced new requirements for using French within the workplace. Participants indicated that English speakers need better workplace-oriented French skills, as well as written French skills.

Participants also described the need for more soft skills among their clients. They noted that some clients need better communication and collaboration skills, especially after the lockdowns and disruptions during the COVID-19 pandemic.

Participants also noted the need for technical skills among English speakers, as well as the need for employers to better assess candidates' technical skills.

Training Opportunities

Montréal has the most English-language postsecondary educational options of all other regions. As a result, English speakers from all over Québec come to Montréal to pursue higher education. Participants discussed the importance of improving access to and quality of French-language education within postsecondary and secondary institutions to ensure that English speakers graduate with bilingual skills to enter the labour market.

“So if you come out of [English-language] university and you have a fabulous marketing degree...and you don't speak French, [then] you won't stay here.”

- Participant

Participants also highlighted the availability of English-language vocational training opportunities in Montréal, which can lead to high-paying jobs for English speakers. However, they indicated that English speakers tend to pursue vocational training and careers in the trades at a lower rate than French speakers, indicating the need for more promotion of vocational training opportunities in the region. In addition to this, participants indicated that graduates of English-language vocational training programs still need support to integrate into the labour market, particularly in terms of certifications, taking French-language tests, and developing workplace-specific French vocabulary.

Finally, participants noted that while English-language education is widely accessible in Montréal, diverse communities of English speakers can face different barriers to education:

“You know, the Black community has very specific concerns. The Asian community has very specific concerns. So even though they might identify as English speakers or Anglophones, they have different concerns that they have to deal with.”

- Participant

They emphasize the need to approach the issue of training opportunities in consultation with groups serving various cultural communities and ethnicities in order to ensure that training opportunities account for any barriers they may face to education and training.

Work Opportunities

Participants discussed the discrepancy between the high levels of postsecondary educational attainment among English speakers and the higher unemployment rates they face. English-speaking graduates face challenges in finding local employment opportunities that match their skills and training. Participants largely attribute this issue to the difficulty of entering a predominantly French-language labour market.

Participants also discussed the opportunities available in the region. There are well-paying jobs in industries such as gaming and technology. However, most English speakers will not be able to enter these careers due to limited vacancies. Participants highlighted the need for more diverse career options available to English speakers and the importance of employment support to assist English speakers in shifting career paths and building stronger networks to access better work opportunities.

Integration

Participants discussed the lack of awareness among English speakers about the existing employment services and programs available to them and how organizations offering these services and programs struggle to reach English speakers and increase their awareness about existing services.

Participants also indicated that English-speaking newcomers to the region often face challenges finding employment in their field, especially those with international or out-of-province credentials that might not be recognized in Québec. The government recognition process for these credentials can be a significant barrier to the employment of these individuals and employers may not understand international or out-of-province credentials, even when they are recognized by the Government of Québec.

“I think of all the Filipino population in Montréal, many of whom are registered nurses, registered midwives, but they come here and some are thrown into being a nanny.”

- Participant

Wraparound Services

Participants described the different barriers that diverse English-speaking communities face in accessing wrap-around services, which are often a primary step before they can fully participate in the labour market. These challenges include inadequate access to legal support for international students to go through the visa process to be able to work in Québec, mental health support, and support in accessing government services such as driver's licenses and health care.

Participants emphasized the role that mental health, and mental health support, play in English speakers' education and career paths. They described, for example, the isolation and negative mental health impacts that can be caused by immigration:

“Mental health and wellbeing is something that I would say, with the lens of the English speaking community, where new arrivals are really challenged.”

- Participant

Conclusion & Recommendations

In our review of the available data on linguistic groups in the Montréal region, we found that English speakers tend to have a high rate of labour force participation. English speakers in Montréal face higher unemployment rates and lower median employment incomes than French speakers in the region. 'Professional, scientific and technical services', 'Retail trade' and 'Health care and social assistance' tend to be the leading industries for English speakers to work in. English-speaking men and women are found to have similar unemployment rates, though English-speaking women have a lower median employment income compared to English-speaking men. English-speaking visible minorities, immigrants and Indigenous individuals are found to have both higher unemployment rates and lower median employment incomes compared to the entire English-speaking population of the region. English-speaking youth face specific challenges with higher unemployment rates and lower median employment incomes than French-speaking youth.

Based on the findings in this employment profile, we offer the following recommendations for regional and provincial policymakers, as well as local stakeholders, with the aim of improving the labour market outcomes of English speakers and linguistic minorities in the Montréal region:

Targeted Employment Programs: Adapt and expand existing public employment services, skills training, and employment programs to include English speakers who are an underrepresented group in the labour market.

- Adapt public employment services, employability programs, and complementary services to the needs of Montréal's English-speaking communities by calling on the expertise of regional and provincial organizations that serve them.
- Increase support for online and in-person English-language recognized skills training programs to reach a greater number of English speakers looking to access training opportunities within the region.
- Support employers in adapting practices to attract and retain experienced workers and those from underrepresented groups, including English speakers.
- Simplify the government recognition process for out-of-province and international credentials and create programs aimed at helping employers to better understand credentials.
- Prioritize targeted employment programs for underrepresented communities, including Indigenous, visible minority, immigrant, and youth English speakers.

Increased Funding for on the Job French Language Training Programs:

Include English speakers as a target underrepresented group in existing work-integrated learning programs for individuals with difficulties finding long-term employment or acquiring work experience within the region.

- Include English speakers as a target group in programs that provide wage subsidies to companies that hire the long-term unemployed or those with minimal work experience, such as PRIIME⁴⁰ and IPOP⁴¹.
- Increase funding for employers and organizations to deliver English-language work-integrated learning and short-term training⁴² programs. Particular focus should be directed to work-integrated learning programs that allow English speakers to gain both professional and French-language skills on-the-job.
 - Prioritize programs aimed at integrating overqualified workers into positions that best suit their specialized skill sets.
 - Prioritize programs focusing on soft skills development.

⁴⁰ PRIIME refers to Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (Integration of immigrants and visible minorities into employment). The program is designed to support integration into a first job with retention opportunities for newly-arrived immigrants and visible minorities in their field of expertise.

See Ministère de l'Emploi et de la Solidarité Sociale. (2023, April 5). *5.10 – Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (PRIIME)*. Québec. https://www.accueil.servicesquebec.gouv.qc.ca/fileadmin/fichiers_ServicesQC/guide_mesures_services/05_Mesures_progr_Emploi_Quebec/05_10_Programme_PRIIME/Guide_PRIIME.pdf

⁴¹ IPOP refers to Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel (Integration into employment for foreign-trained professionals). The program is designed to provide support for the professional transition of foreign-trained individuals who are in the process of obtaining their permit to find employment in their field of expertise.

See Ministère de l'Emploi et de la Solidarité Sociale. (2023, April 17). *5.10 – 5.10.1 – IPOP : Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel*. Québec. https://www.accueil.servicesquebec.gouv.qc.ca/fileadmin/fichiers_ServicesQC/guide_mesures_services/05_Mesures_progr_Emploi_Quebec/05_10_Programme_PRIIME/5_10_1_IPOP.pdf

⁴² Short-term training programs (STTP) provide extensive training opportunities to new job seekers to help achieve valuable work experience and proficiency in their respective industries. See Gouvernement du Québec. (2023). *Short-term training program to become an orderly in CHSLD and senior housing*. <https://www.quebec.ca/en/education/health-social-services-training/short-term-training-program-become-orderly>

Industry-Specific French-Language Training: Provide funding to improve the delivery of on-the-job French-language training.

- Increase collaboration and coordination between stakeholders in the English-speaking community, Ministère de l'Emploi et de la Solidarité sociale, Ministère de l'Immigration, de la Francisation et de l'Intégration, Ministère de l'Éducation du Québec and Ministère de l'Enseignement supérieur to develop francisation interventions for English speakers.
 - Better promote and increase access for employers to enroll in subsidized workplace French-language training.
 - Fund regional organizations and adult education centres already serving English speakers to deliver on-the-job French-language training for priority sectors, including health care, social assistance, and professional services.

English Language Vocational Training: Increase awareness of pathways to vocational training and careers in the trades.

- Raise awareness amongst English speakers about the value of vocational training and related careers in the trades.

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