

► **FORUM FOR
PUBLIC AND
PRIVATE
EMPLOYERS**

**Understanding
and Taking Into
Account
Employment
Issues for
Immigrant and
Racialized
Women**





PROCEDURE

INTRODUCTION

RAFIQ : Who are we?

Context: Labor Shortage and Unused Female Labor
Project Presentation/Forum Objectives

I- WHO ARE IMMIGRANT WOMEN?

Demographics, socio-professional and socio-economic struggles of immigrant women

Demography

Education

Knowledge of French Employment (Job categories/employment rate/etc.)
Unemployment

Deskilling

Regional portraits

II. OBSTACLES TO THEIR INTEGRATION INTO THE LABOR MARKET

Non-recognition of prior learning and skills

Quebec work experience requirement

Work-family balance

III. OBLIGATIONS OF EMPLOYERS

The Charter of Rights and Freedoms and the grounds of discrimination
Legislation on equality in public/private employment

POSSIBLE SOLUTIONS AND END OF THE FORUM

ANNEX

INTRODUCTION

-**RAFIQ** : Who are we?

-**Context** : Labor shortage and unused female labor

-**Project Presentation/Forum Objectives**



WHO ARE WE?

- ▶ The Action Network for the Equality of Immigrant and Racialized Women in Quebec (RAFIQ) is a provincial organization that aims to promote dialogue between immigrant and racialized women in Quebec, as well as mobilization around common issues and any activity promoting the autonomy and equality of these women.
- ▶ The RAFIQ also fights for the defense of the rights of all immigrant and racialized women in Quebec from a feminist perspective and according to values of equality between women and men.
- ▶ Finally, the RAFIQ is based on principles opposing any discrimination mentioned in the preamble and by article 10 of the Quebec Charter of Human Rights and Freedoms as well as article 15 of the Canadian Charter of Rights and Freedoms.
- ▶ More concretely, the RAFIQ has been working for several years on various issues, and more specifically around empowering and developing tools for immigrant and racialized women.



CONTEXT

Although Quebec and Canada are preferred host societies for immigration and their labor needs are growing, several studies highlight obstacles that can hinder integration of immigrants into the host society. Access to the job market is sometimes a major challenge. Especially for immigrant women who are among the groups that are the most affected by this reality, thus making them one of the most vulnerable groups in society.

However, fundamental factors, such as the aging of the population, particularly in Quebec, leave many positions unfilled. Added to this situation is the pandemic.

“The labor shortage has worsened in Quebec since the start of the pandemic. The number of job vacancies jumped by 38.2% in two years, between the second quarter of 2019 and the second quarter of 2021. According to the Job Vacancy Survey conducted by Statistics Canada, 194,145 positions are to be filled, which represents an increase of 53,725. The job vacancy rate in Quebec—a good indicator of unmet labor demand—increased by 1.5 percentage points, to 5.3% over the same period. This is the highest rate recorded since data collection began in 2015 and the second highest rate in Canada after that of British Columbia.”

Unfortunately, we see that an experienced and highly educated workforce, such as immigrant and racialized women, is available but not used.



PROJECT OBJECTIVES

Funded by the MFEG, the project aims:

- ▶ To raise awareness among employers at various levels of the professional and socio-economic realities of immigrant and racialized women, of the obstacles they encounter, as well as their potential and possible contribution to the development of the host society
- ▶ To develop and strengthen the leadership of women in order to put an end to the obstacles they face, particularly the discrimination and racism they may face. The project will equip them with tools and give them access to the resources available to support or accompany them in achieving this collective goal.

Who is this activity for?

Public and private employers

I- Forum Objectives

-Raising awareness among institutional and private employers of the struggles of immigrant women

-Highlighting, on the one hand, certain challenges faced by immigrant and racialized women as well as, on the other hand, their contributions to the host society and their expertise

-Raising awareness among employers of the issues of discrimination and racism affecting immigrant women in the field of employment

FORUM OBJECTIVES



PART 1

WHO ARE IMMIGRANT WOMEN?

*Demographics, socio-professional
and socio-economic issues faced
by immigrant and racialized
women*



ECONOMIC IMMIGRATION

We can see in the table that from 2015 to 2019, women represented 80.4% of the economic immigration on a total of 55,924 immigrant women in Quebec.

Caractéristiques des personnes immigrantes de la catégorie de l'immigration économique admises au Québec de 2015 à 2019, par année – femmes

Caractéristiques	2015	2016	2017	2018	2019		2015-2019	
	n	n	n	n	n	%	n	%
Groupe détaillé								
Travailleurs qualifiés	10 914	12 483	11 876	11 489	9 162	81,8	55 924	80,4
Gens d'affaires	2 630	2 277	2 219	2 059	1 643	14,7	10 828	15,6
• Entrepreneurs	81	67	101	71	57	0,5	377	0,5
• Travailleurs autonomes	64	41	14	19	28	0,3	166	0,2
• Investisseurs	2 485	2 169	2 104	1 969	1 558	13,9	10 285	14,8
Aides familiaux et autres immigrants économiques	751	617	499	524	394	3,5	2 785	4,0
Total	14 295	15 377	14 594	14 072	11 199	100,0	69 537	100,0

IMMIGRATION STATUS

Immigrant women are overrepresented on precarious statuses

- ▶ “Between 2015 and 2019, 58.5% of landed immigrants were in the economic immigration category. This proportion was 57.0% in 2019.
- ▶ From 2015 to 2019, 22.6% of immigrants were admitted under the family reunification category and 17.2% under the category of refugees and people in similar situations.
- ▶ The proportion of women (50.6%) and men (49.4%) was relatively similar for the entire period. However, **women were more numerous in the caregivers and other economic immigrant groups (61.4%) as well as in the family reunification category (57.6%).**”

EDUCATION LEVEL – IMMIGRANT WOMEN

Caractéristiques des personnes immigrantes de la catégorie de l'immigration économique admises au Québec de 2015 à 2019, par année – femmes

Caractéristiques	2015	2016	2017	2018	2019		2015-2019	
	n	n	n	n	n	%	n	%
Personnes immigrantes âgées de 15 ans et plus								
Groupe d'années de scolarité¹								
0-6 années	790	606	533	689	618	7,6	3 236	6,2
7-11 années	877	932	828	825	655	8,1	4 117	7,9
12-13 années	1 142	1 067	938	860	662	8,2	4 669	8,9
14-16 années	4 028	4 244	4 613	4 253	3 075	38,0	20 213	38,7
17 années et plus	4 046	4 694	4 236	4 009	3 077	38,0	20 062	38,4
Total	10 883	11 543	11 148	10 636	8 087	100,0	52 297	100,0

This table shows that the level of education of immigrant women is relatively high. The percentage of women with at least 14 to 17 years and + of schooling is quite significant.

EDUCATION LEVEL – IMMIGRANT MEN

Caractéristiques des personnes immigrantes de la catégorie de l'immigration économique admises au Québec de 2015 à 2019, par année – hommes

Caractéristiques	2015	2016	2017	2018	2019		2015-2019	
	n	n	n	n	n	%	n	%
Personnes immigrantes âgées de 15 ans et plus								
Groupe d'années de scolarité¹								
0-6 années	840	638	611	763	704	8,2	3 556	6,3
7-11 années	1 033	1 104	1 028	980	788	9,1	4 933	8,8
12-13 années	1 156	1 059	1 028	953	733	8,5	4 929	8,8
14-16 années	3 769	3 756	3 996	3 634	2 637	30,6	17 792	31,7
17 années et plus	5 227	5 562	5 240	5 120	3 758	43,6	24 907	44,4
Total	12 025	12 119	11 903	11 450	8 620	100,0	56 117	100,0

Compared to the previous table, we can see that the schooling rate of women aged 14-16 exceeds that of men by 7%. That of men is a little higher than that of women for 17 years and more years of schooling.

KNOWLEDGE OF FRENCH

Knowledge of French is different according to immigration status

During the 2015-2019 period, **“At the time of their admission, 71.8% of people in the skilled worker subcategory declared speaking French, 83.1% among adult skilled workers.**

However, few people admitted as businesspeople said they could speak French (5.7%).

This portion was 51.8% in the family reunification category and 27.8% in the category of refugees and people in similar situations.”*

Caractéristiques des personnes immigrantes de la catégorie de l'immigration économique admises au Québec de 2015 à 2019, par année – femmes

Caractéristiques	2015	2016	2017	2018	2019		2015-2019	
	n	n	n	n	n	%	n	%
Groupe détaillé								
Travailleurs qualifiés	10 914	12 483	11 876	11 489	9 162	81,8	55 924	80,4
Gens d'affaires	2 630	2 277	2 219	2 059	1 643	14,7	10 828	15,6
• Entrepreneurs	81	67	101	71	57	0,5	377	0,5
• Travailleurs autonomes	64	41	14	19	28	0,3	166	0,2
• Investisseurs	2 485	2 169	2 104	1 969	1 558	13,9	10 285	14,8
Aides familiaux et autres immigrants économiques	751	617	499	524	394	3,5	2 785	4,0
Total	14 295	15 377	14 594	14 072	11 199	100,0	69 537	100,0
Groupe d'âge								
0-14 ans	3 412	3 834	3 446	3 436	3 112	27,8	17 240	24,8
15-24 ans	1 273	1 313	1 236	1 197	900	8,0	5 919	8,5
25-34 ans	5 076	5 546	5 646	5 067	3 249	29,0	24 584	35,4
35-44 ans	3 316	3 571	3 191	3 260	2 935	26,2	16 273	23,4
45-54 ans	1 018	933	905	971	858	7,7	4 685	6,7
55-64 ans	186	156	156	132	131	1,2	761	1,1
65 ans et plus	14	24	14	9	14	0,1	75	0,1
Total	14 295	15 377	14 594	14 072	11 199	100,0	69 537	100,0
Connaissance du français et de l'anglais¹								
Français seulement	3 506	3 955	3 064	3 043	2 748	24,7	16 316	23,6
Français et anglais	5 323	5 724	5 155	4 537	3 407	30,6	24 146	34,9
<i>Connaissant le français</i>	<i>8 829</i>	<i>9 679</i>	<i>8 219</i>	<i>7 580</i>	<i>6 155</i>	<i>55,3</i>	<i>40 462</i>	<i>58,4</i>
Anglais seulement	2 629	3 013	3 933	4 029	3 162	28,4	16 766	24,2
Ni français ni anglais	2 837	2 620	2 369	2 373	1 821	16,3	12 020	17,4
<i>Total, Inf. disponible</i>	<i>14 295</i>	<i>15 312</i>	<i>14 521</i>	<i>13 982</i>	<i>11 138</i>	<i>99,5</i>	<i>69 248</i>	<i>99,6</i>
Inf. non disponible	-	65	73	90	61	0,5	289	0,4
Total	14 295	15 377	14 594	14 072	11 199	100,0	69 537	100,0

KNOWLEDGE OF FRENCH – IMMIGRANT WOMEN

In the category of skilled workers, from 2015 to 2019, women represented 80.4%.

Out of a total of 40,462 who knew French, women represented 58.4%.

Caractéristiques des personnes immigrantes de la catégorie de l'immigration économique admises au Québec de 2015 à 2019, par année – hommes

Caractéristiques	2015	2016	2017	2018	2019		2015-2019	
	n	n	n	n	n	%	n	%
Groupe détaillé								
Travailleurs qualifiés	12 459	13 374	12 989	12 640	9 936	83,3	61 398	82,4
Gens d'affaires	2 788	2 357	2 370	2 145	1 744	14,6	11 404	15,3
• Entrepreneurs	106	64	121	72	58	0,5	421	0,6
• Travailleurs autonomes	55	35	22	19	32	0,3	163	0,2
• Investisseurs	2 627	2 258	2 227	2 054	1 654	13,9	10 820	14,5
Aides familiaux et autres immigrants économiques	361	495	312	335	250	2,1	1 753	2,4
Total	15 608	16 226	15 671	15 120	11 930	100,0	74 555	100,0
Groupe d'âge								
0-14 ans	3 583	4 107	3 768	3 670	3 310	27,7	18 438	24,7
15-24 ans	1 356	1 263	1 313	1 212	925	7,8	6 069	8,1
25-34 ans	5 200	5 156	5 357	4 882	2 988	25,0	23 583	31,6
35-44 ans	3 728	4 070	3 751	3 787	3 255	27,3	18 591	24,9
45-54 ans	1 352	1 325	1 170	1 258	1 140	9,6	6 245	8,4
55-64 ans	321	250	265	279	277	2,3	1 392	1,9
65 ans et plus	68	55	47	32	35	0,3	237	0,3
Total	15 608	16 226	15 671	15 120	11 930	100,0	74 555	100,0
Connaissance du français et de l'anglais¹								
Français seulement	3 511	3 852	3 204	3 090	2 859	24,0	16 516	22,2
Français et anglais	6 682	6 504	5 882	5 340	3 991	33,5	28 399	38,2
<i>Connaissant le français</i>	<i>10 193</i>	<i>10 356</i>	<i>9 086</i>	<i>8 430</i>	<i>6 850</i>	<i>57,6</i>	<i>44 915</i>	<i>60,4</i>
Anglais seulement	2 536	3 028	3 960	4 051	3 180	26,7	16 755	22,5
Ni français ni anglais	2 878	2 788	2 550	2 551	1 868	15,7	12 635	17,0
<i>Total, Inf. disponible</i>	<i>15 607</i>	<i>16 172</i>	<i>15 596</i>	<i>15 032</i>	<i>11 898</i>	<i>99,7</i>	<i>74 305</i>	<i>99,7</i>
Inf. non disponible	1	54	75	88	32	0,3	250	0,3
Total	15 608	16 226	15 671	15 120	11 930	100,0	74 555	100,0

KNOWLEDGE OF FRENCH – IMMIGRANT MEN

In the same category as the previous table for women, (skilled workers, from 2015 to 2019), men represented 82.4% out of a total of 61,398.

And out of a total of 44,915 who knew French, men represented 60.4%.

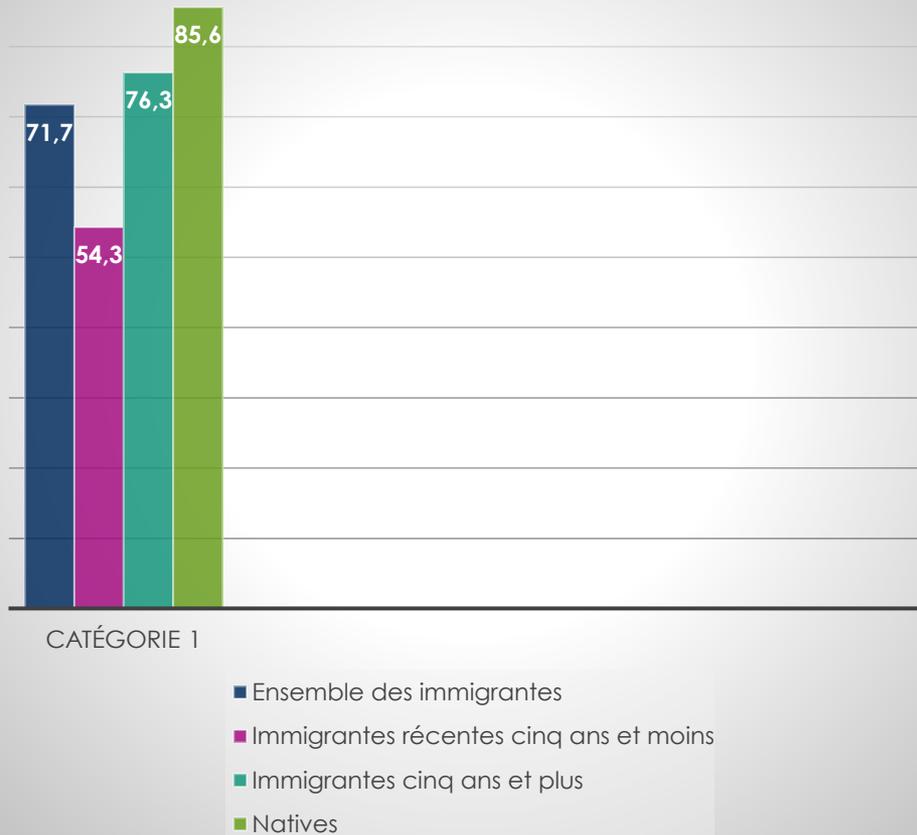
JOB CATEGORIES TARGETED BY NEWCOMERS

"The occupational categories most often mentioned by newcomers destined for the labor market were pure and applied sciences (10.5%), business, finance and administration (7.1%), health (6.4%), as well as education, law and social, community and government services (4.1%)."*

SITUATION OF IMMIGRANT AND RACIALIZED WOMEN IN EMPLOYMENT

- ▶ “Systematically, immigrants, both men and women, have lower employment activity rates than people born in Canada. Among men aged 25 to 54, the gap was just over 3 percentage points, **while among women it was 7.8 points in 1996, 8.7 points in 2001 and 10.5 points in 2006, despite the fact that the participation rate of immigrant women increased from 67.2% to 72.7% during this period. The participation rate of non-immigrant women has increased even more.**”*
- ▶ **Employment rate of immigrant women by length of residence versus natives:** The employment rate of immigrant women who arrived more than 5 years ago (76.3%) remains lower than that of native women (85.6%).” *

Taux d'emploi. Femmes. 2017



EMPLOYMENT RATE

UNEMPLOYMENT RATE

- ▶ «“The employment rate is lower, and the unemployment rate is higher for immigrant women than for Canadian-born women. The unemployment rate is 8.8% among immigrant women and 5.2% among Canadian-born women. The highest unemployment rate was observed among recent immigrant women — 15.5% for all of these women, and 14.7% for those in the core working age group.”*
- ▶ **Unemployment rate is still high for newcomers.**
- ▶ "The unemployment rate for immigrants decreased from 10.1% in 2016 to 8.8% in 2017. The unemployment rate for recent immigrants, that is, immigrants who arrived five years or less, remains very high, at 16.1%." **
- ▶ “The unemployment rate difference between Canadian-born and immigrant workers persists (5.3 percentage points in June 2021, while it was 3.8 in February 2020)” ***

UNEMPLOYMENT RATE

- ▶ In the population as a whole, especially in the immigrant population, the participation of immigrant women in the labor market is lower than that of men. In 2019, the unemployment rate of immigrant women was higher than that of immigrant men, which was not the case in 2018. The most significant variation is observed among immigrant men: their unemployment rate decreased, going from 7.6% in 2018 to 6.5% in 2019 (-1.1 percentage points), while that of immigrant women increased from 6.8% in 2018 to 7.4% in 2019 (+0.6% percentage point). Moreover, it is the only group which experienced an increase in its unemployment rate in 2019 and which saw its active population increase more than employment.

UNEMPLOYMENT RATE

Tableau 2.2

Taux d'activité, taux d'emploi et taux de chômage, la population immigrante et l'ensemble de la population selon le sexe, 15 ans et plus, Québec, 2018 et 2019 (en %)

	Population immigrante		Ensemble de la population	
	Femmes	Hommes	Femmes	Hommes
2018				
Taux d'activité	62,4	73,3	60,8	68,3
Taux d'emploi	58,2	67,7	57,8	64,3
Taux de chômage	6,8	7,6	5,0	5,9
2019				
Taux d'activité	62,2	73,8	61,1	68,6
Taux d'emploi	57,6	69,0	58,4	64,7
Taux de chômage	7,4	6,5	4,4	5,6

Source : Statistique Canada, *Enquête sur la population active, compilations spéciales*, ministère de l'Immigration, de la Francisation et de l'Intégration (MIFI).

DESKILLING

Marie Thérèse Chicha (2009)*, in a qualitative survey, interviewed 44 French-speaking immigrant women from Montreal, each with university degrees, who had arrived in the country at least three years prior (some of them for up to 15 years).

Among these women, two-thirds find themselves either highly deskilled (at 43%) or moderately deskilled (at 25%). A third of them hold positions commensurate with their qualifications.

NEEDS AND CONCERNS OF IMMIGRANT WOMEN IN DIFFERENT REGIONS OF QUEBEC

In 2011, the women's department of the TCRI initiated a provincial research tour* in seven regions of Quebec, in order to better understand the situation of immigrant women and identify their needs. 207 women took part in this research in the following regions: Estrie (Sherbrooke), Outaouais (Gatineau), Montérégie (Brossard), Center du Québec (Drummondville), La Mauricie (Trois-Rivières), Québec and Montreal.

Two major concerns and needs emerged from the participants' perceptions of their situation: access to rewarding employment and breaking isolation.

PORTRAITS RÉGIONAUX

Regions covered by the project:

- ▶ Central Quebec
- ▶ Estrie
- ▶ Laval
- ▶ Mauricie
- ▶ Monteregie
- ▶ Montreal
- ▶ Outaouais
- ▶ Quebec

CENTRE DU QUÉBEC

► **Employment and Unemployment Rate**

"In 2020, the Centre-du-Québec region had approximately 122,000 jobs compared to approximately 126,000 jobs in 2019. ` From 2019 to 2020, the number of part-time jobs decreased by approximately 6,000, which equates to a drop of more than 20%. Furthermore, people aged 15 to 29 experienced the largest job losses overall (approximately -7,000). In relative terms, the decline was around 22%. ` The number of unemployed people increased by almost 3,000 between 2019 and 2020, which pushed the unemployment rate up by about 2 points."*

► **Immigrants admitted to Québec from 2009 to 2018 and residing in the administrative region of Center du Québec in January 2020****

2,384 including 1,400 (58.7%) in Drummondville, which represented 1,206 (50.6%) women and 1,178 (49.4%) men.

Population immigrée recensée en 2016

Centre-du-Québec

5 720
personnes
IMMIGRÉES

 **2 880** femmes

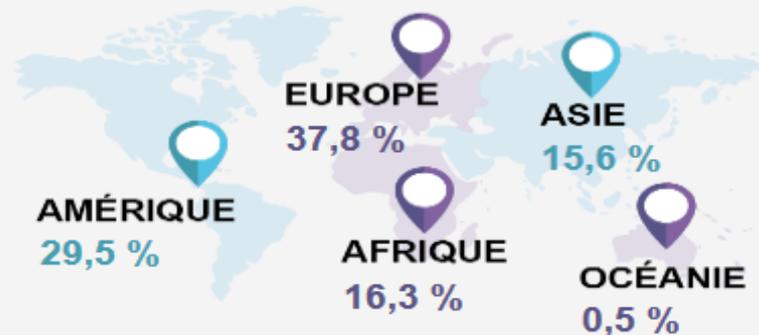
 **2 845** hommes


**Langue
FRANÇAISE**

92,3 % | Connaissance de
la langue

59,4 % | Langue parlée le plus
souvent à la maison

PROVENANCE



— Proportion de la POPULATION IMMIGRÉE —


19,6 %
1 120
Avant 1981


11,0 %
630
1981-1990


16,7 %
955
1991-2000


15,5 %
885
2001-2005


17,3 %
990
2006-2010


19,7 %
1 125
2011-2016

Source : Statistique Canada, Recensement de 2016.

Personnes immigrantes admises de 2015 à 2019

1 501 personnes

— Catégories D'IMMIGRATION —

 **19,0 %** 285
Immigration économique

 **24,9 %** 373
Regroupement familial

 **55,6 %** 834
Réfugiés et personnes
en situation semblable

La catégorie *Autres immigrants* n'est pas présentée dans le graphique.
Source : Ministère de l'Immigration, de la Francisation et de l'Intégration.

Population immigrée en 2016

Centre-du-Québec

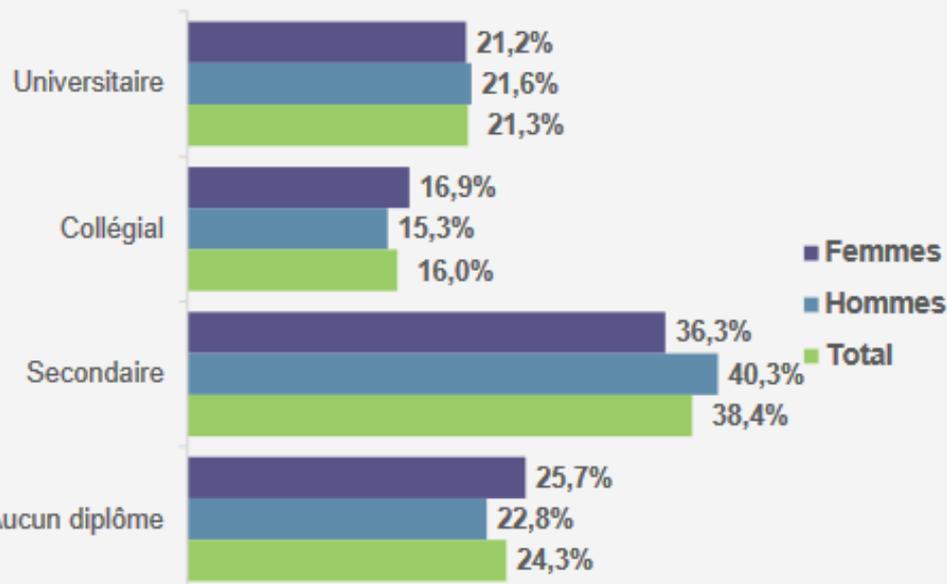
POPULATION ÂGÉE DE 15 ANS ET PLUS

5 130

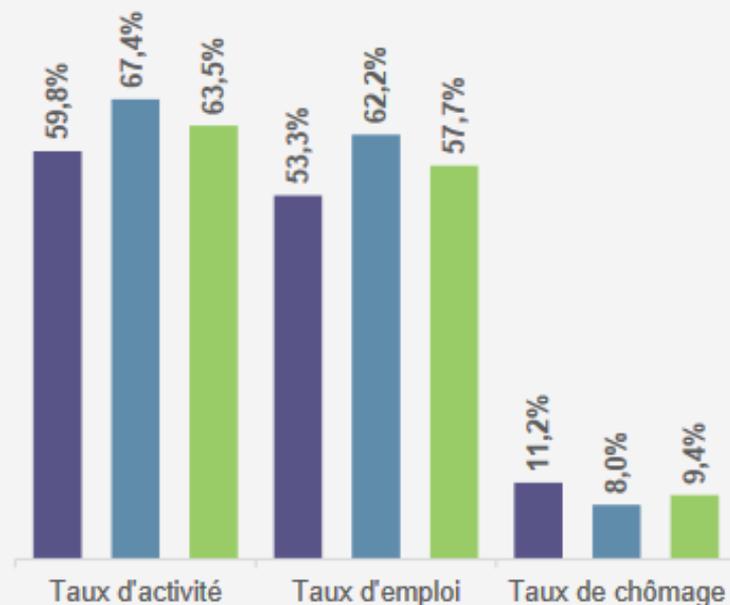
PERSONNES



Scolarité – Plus haut diplôme obtenu



Marché du travail



ESTRIE

► **Employment and Unemployment Rate**

"In 2020, the number of jobs in Estrie was nearly 159,000 compared to about 163,000 in 2019. Between 2019 and 2020, the number of full-time jobs decreased by just over 5,000 (the equivalent of a decrease of around 4%). In 2020, the number of full-time jobs was around 126,000 and the number of part-time jobs was around 33,000. The portion of part-time employment in total employment was around 20 %. The number of unemployed people increased by around 5,000 in 2020, making it just over 12,000."*

► **Immigrants admitted to Quebec from 2009 to 2018 and residing in the administrative region of Estrie in January 2020****

7059 and 6233 in Sherbrooke, i.e. 88.3%

Including 3,588 (50.8%) women and 3,471 (49.2%) men.

Population immigrée recensée en 2016

Estrie

17 580
personnes
IMMIGRÉES

 **8 785** femmes

 **8 795** hommes

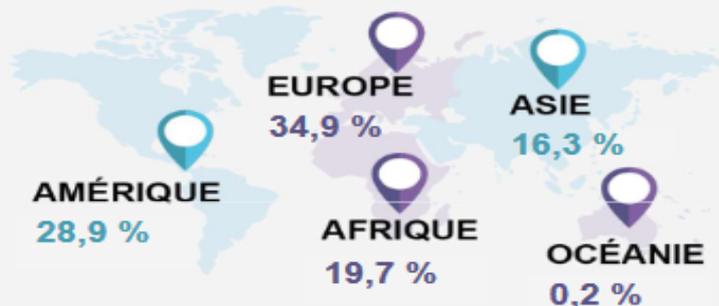


Langue
FRANÇAISE

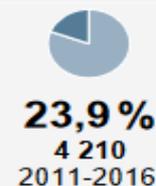
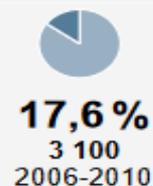
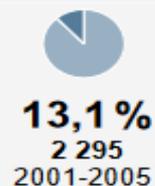
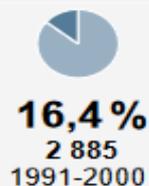
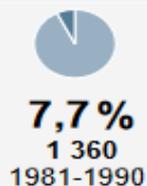
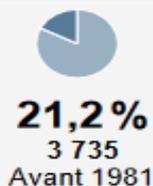
89,0 % | Connaissance de la langue

48,3 % | Langue parlée le plus souvent à la maison

PROVENANCE



— Proportion de la POPULATION IMMIGRÉE —



Source : Statistique Canada, Recensement de 2016.

Personnes immigrantes admises de 2015 à 2019

5 970 personnes

— Catégories D'IMMIGRATION —

 **29,1 %** 1 736
Immigration économique

 **13,3 %** 793
Regroupement familial

 **57,3 %** 3 421
Réfugiés et personnes en situation semblable

La catégorie *Autres immigrants* n'est pas présentée dans le graphique.
Source : Ministère de l'Immigration, de la Francisation et de l'Intégration.

Population immigrée en 2016

Estrie

— POPULATION ÂGÉE DE 15 ANS ET PLUS —

15 740

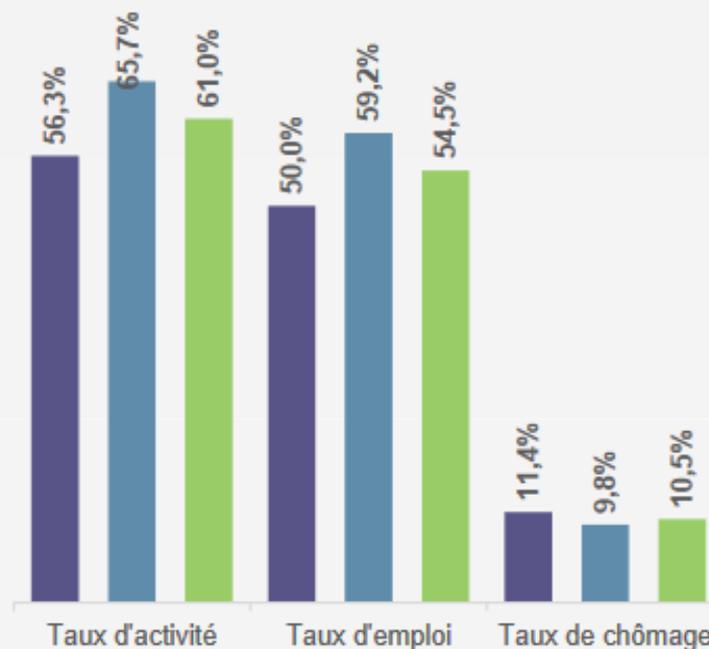
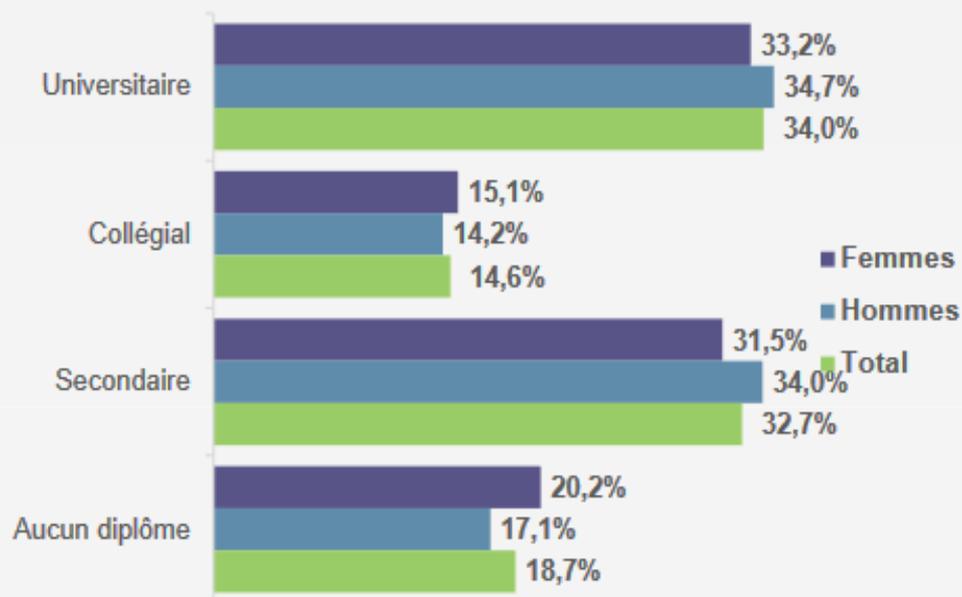
PERSONNES



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Marché du travail



LAVAL

▶ **Employment and Unemployment Rate**

"In 2020, there were approximately 211,000 jobs in the Laval region in 2020, while there were approximately 215,000 in 2019. Between 2019 and 2020, the number of part-time jobs was reduced by about 7,000, which is a drop of about 16%. The number of unemployed people jumped by 9,000 between 2019 and 2020, causing the unemployment rate to rise by almost 4 percentage points."*

▶ **Immigrants admitted to Quebec from 2009 to 2018 and residing in the administrative region of Laval in January 2020****

32,802 including: 17,251 women (52.6%) and 15,551 (47.4%) men.

Population immigrée recensée en 2016

Laval

116 935
personnes
IMMIGRÉES

♀ **59 930** femmes

♂ **57 005** hommes

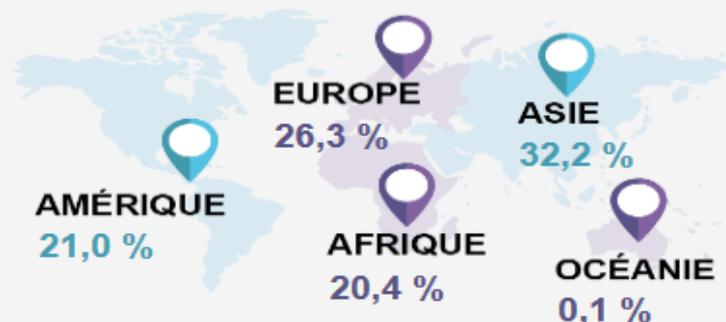


Langue
FRANÇAISE

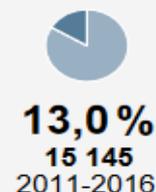
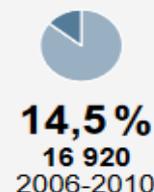
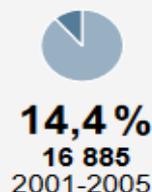
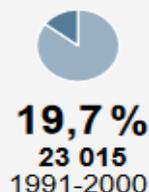
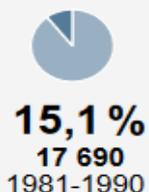
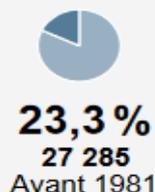
83,1 % | Connaissance de la langue

29,3 % | Langue parlée le plus souvent à la maison

PROVENANCE



— Proportion de la POPULATION IMMIGRÉE —



Source : Statistique Canada, Recensement de 2016.

Personnes immigrantes admises de 2015 à 2019

10 463 personnes

— Catégories D'IMMIGRATION —

💰 **29,2 %** 3 059
Immigration économique

👤 **32,6 %** 3 414
Regroupement familial

🏠 **35,6 %** 3 728
Réfugiés et personnes en situation semblable

La catégorie *Autres immigrants* n'est pas présentée dans le graphique.
Source : Ministère de l'Immigration, de la Francisation et de l'Intégration.

Population immigrée en 2016

Laval

POPULATION ÂGÉE DE 15 ANS ET PLUS

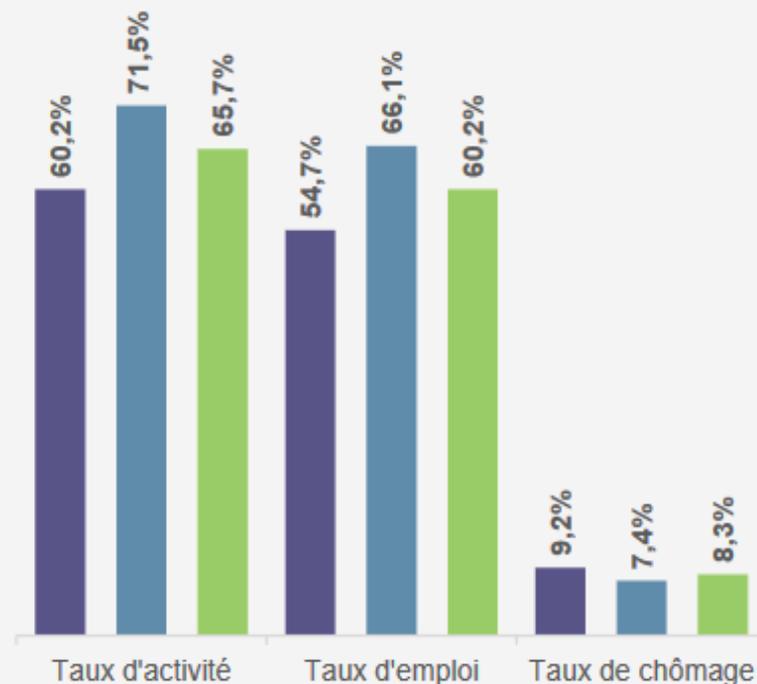
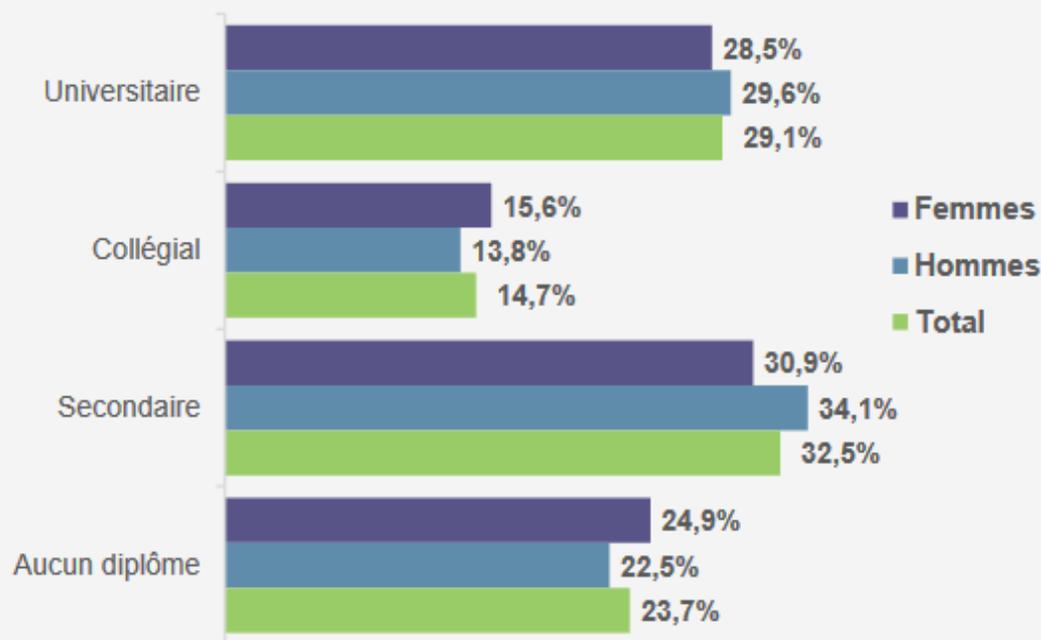
110 335
PERSONNES



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MAURICIE

► **Employment and Unemployment Rate**

“In 2020, Mauricie had nearly 124,000 jobs. There were approximately 117,000 in 2010. Over the past year, employment among 15–29 year-olds has declined by approximately 5,00 (a decrease of approximately 17%), while employment among 30+ year olds increased by about 7,000 (an increase of about 8%). Approximately 3,000 jobs were lost in the goods sector, while in the services sector, we observed an increase of around 5,000 jobs. Despite the growth in the service sector, the number of unemployed people increased by about 4,000 in 2020 and, concurrently, the unemployment rate increased by almost 3 points, to 8.3%”.*

► **Immigrants admitted to Quebec from 2009 to 2018 and residing in the Mauricie administrative region in January 2020****

3,052 including 2,440 (79.9%) in Trois-Rivières, which represented 1,527 (50%) women and 1,525 (50%) men.

Population immigrée recensée en 2016

Mauricie

6 265
personnes
IMMIGRÉES

3 125 femmes

3 140 hommes

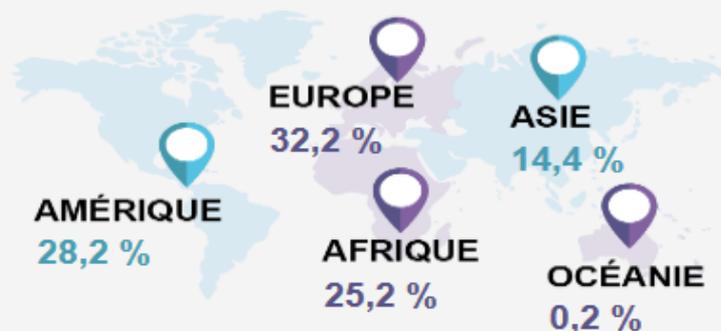


Lingue
FRANÇAISE

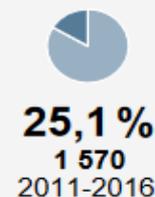
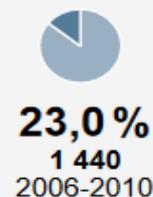
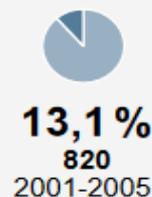
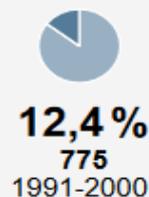
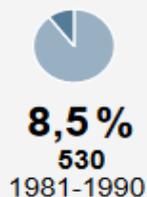
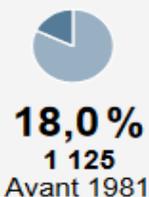
95,8 % | Connaissance de
la langue

61,7 % | Langue parlée le plus
souvent à la maison

PROVENANCE



— Proportion de la POPULATION IMMIGRÉE —



Source : Statistique Canada, Recensement de 2016.

Personnes immigrantes admises de 2015 à 2019

1 606 personnes

— Catégories D'IMMIGRATION —

49,07 % 787
Immigration économique



24,7 % 397
Regroupement familial



25,8 % 414
Réfugiés et personnes
en situation semblable

La catégorie *Autres immigrants* n'est pas présentée dans le graphique.

Source : Ministère de l'Immigration, de la Francisation et de l'Intégration.

Population immigrée en 2016

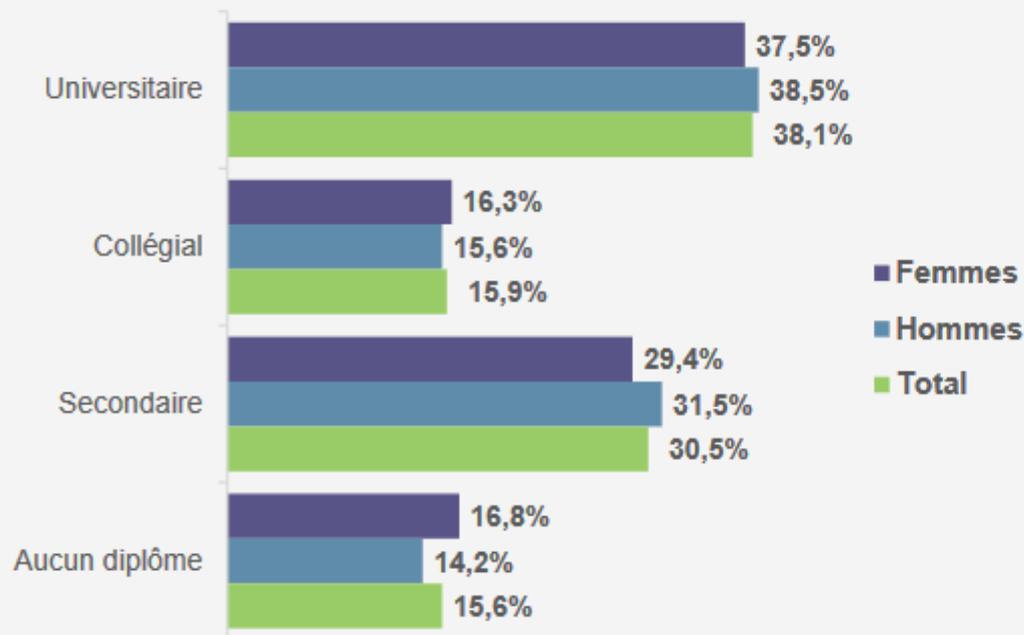
Mauricie

POPULATION ÂGÉE DE 15 ANS ET PLUS

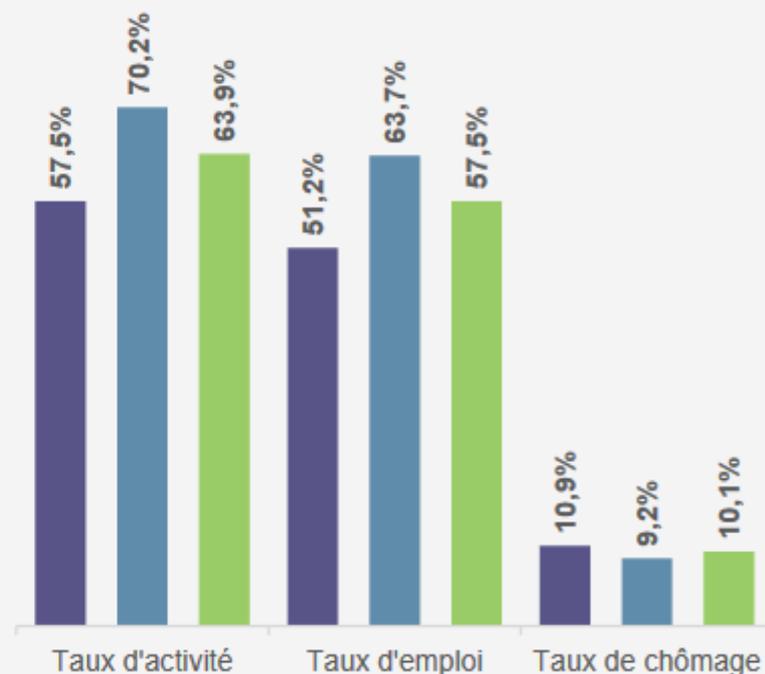
5 555
PERSONNES



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MONTÉRÉGIE

► Employment and Unemployment Rate

"In 2020, there were approximately 784,000 jobs in the Montérégie region compared to approximately 812,000 in 2019. Between 2019 and 2020, the number of jobs decreased by approximately 28,000, the equivalent of a 4% decrease. It was in full-time jobs that the decline was the largest (approximately – 20,000). In addition, approximately 33,000 jobs were lost among those aged 30 and over, representing a decline of 5%. For women, the number of jobs fell by about 24,000 between the two years, while for men, there was no significant change."*

Immigrants admitted to Quebec from 2009 to 2018 and residing in the administrative region of Longueuil in January 2020**

30,857 including 16,055 (52.0%) women and 14,802 (48.0%) men.

Population immigrée recensée en 2016

Montérégie

147 110
personnes
IMMIGRÉES

 **75 010** femmes

 **72 105** hommes

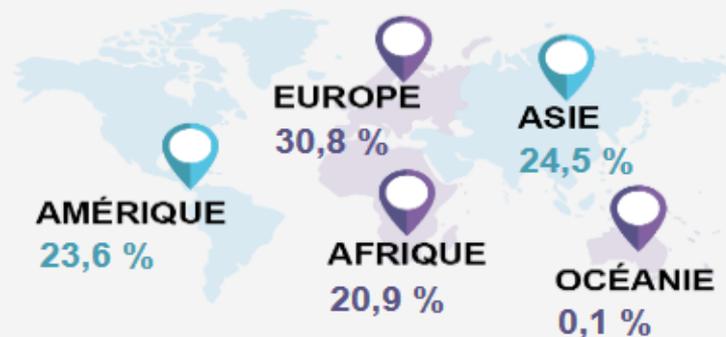


Lingue
FRANÇAISE

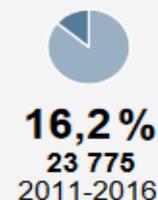
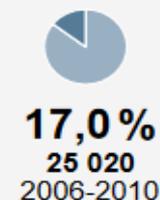
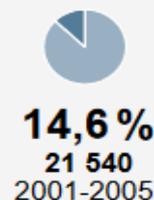
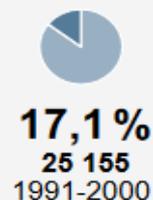
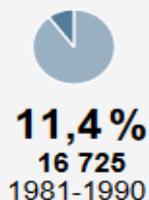
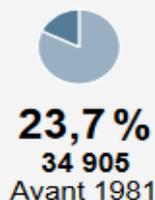
82,5 % | Connaissance de la langue

37,0 % | Langue parlée le plus souvent à la maison

PROVENANCE



— Proportion de la POPULATION IMMIGRÉE —



Source : Statistique Canada, Recensement de 2016.

Personnes immigrantes admises de 2015 à 2019

11 913 personnes

— Catégories D'IMMIGRATION —

 **28,5 %** 3 401
Immigration économique

 **46,8 %** 5 577
Regroupement familial

 **22,8 %** 2 719
Réfugiés et personnes en situation semblable

La catégorie *Autres immigrants* n'est pas présentée dans le graphique.
Source : Ministère de l'Immigration, de la Francisation et de l'Intégration.

Population immigrée en 2016

Montérégie

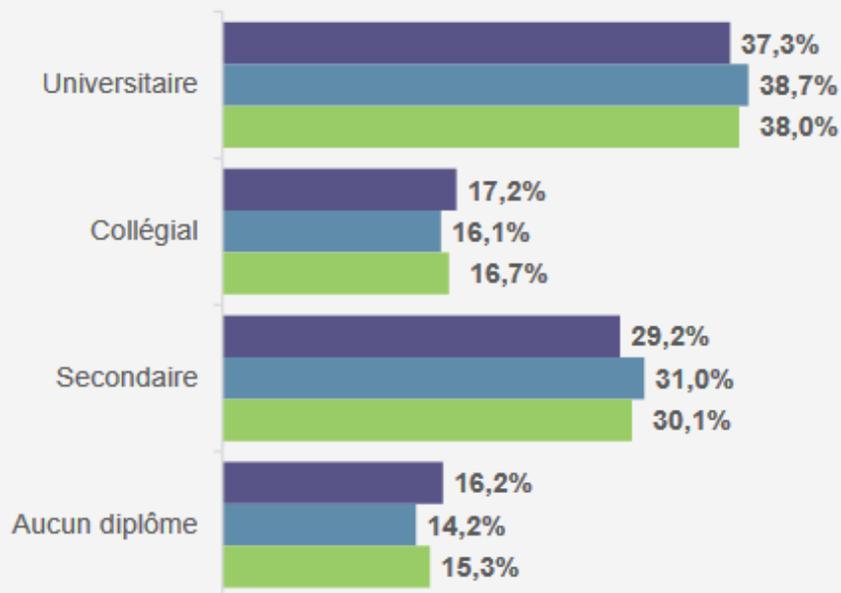
POPULATION ÂGÉE DE 15 ANS ET PLUS

136 770

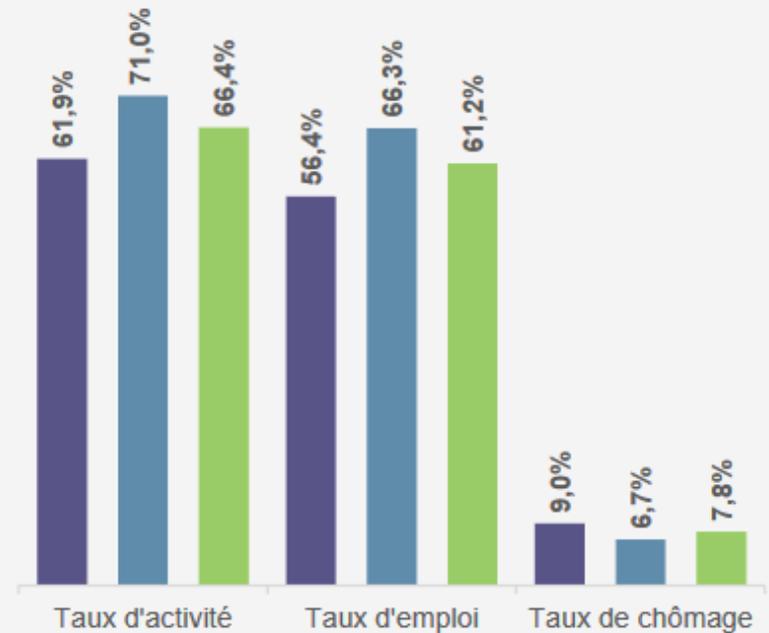
PERSONNES



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Source : Statistique Canada, Recensement de 2016.

MONTRÉAL

► **Employment and Unemployment Rate**

"In 2020, the number of jobs in Montreal was approximately 1,016,000. There were approximately 1,075,000 in the area in 2019. Between 2019 and 2020, the number of jobs decreased by almost 60,000 , the equivalent of a drop of nearly 6%. The number of part-time jobs dropped the most: it was reduced by around 44,000. The drop was of roughly 20%. In addition, the number of jobs overall fell for both 15-29 year olds (approximately -25,000) and 30+ year olds (approximately -35,000) and both among women (approximately -26,000) and men (approximately -33,000)."*

► **Immigrants admitted to Quebec from 2009 to 2018 and residing in the administrative region of Montreal in January 2020****

206,410 including 105,983 (51.3%) women and 100,427 (48.7%) men.

Population immigrée recensée en 2016

Montréal

644 680
personnes
IMMIGRÉES

 **334 430** femmes

 **310 250** hommes

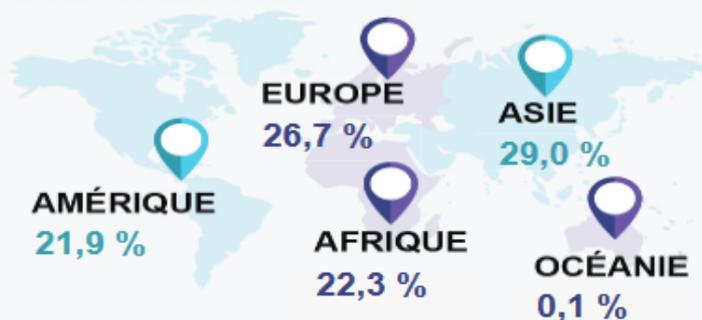


Langue
FRANÇAISE

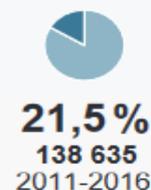
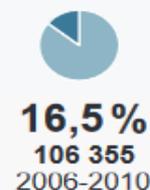
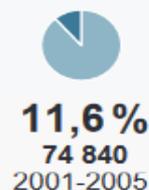
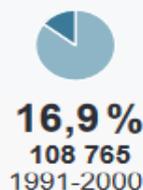
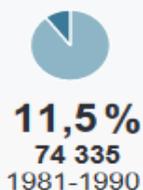
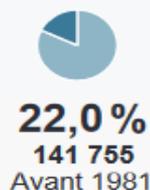
76,8 % | Connaissance de
la langue

27,2 % | Langue parlée le plus
souvent à la maison

PROVENANCE



— Proportion de la POPULATION IMMIGRÉE —



Source : Statistique Canada, Recensement de 2016.

Personnes immigrantes admises de 2015 à 2019

186 299 personnes

— Catégories D'IMMIGRATION —

 **64,8 %** 120 686
Immigration économique

 **19,6 %** 36 517
Regroupement familial

 **13,8 %** 25 696
Réfugiés et personnes
en situation semblable

La catégorie *Autres immigrants* n'est pas présentée dans le graphique.
Source : Ministère de l'Immigration, de la Francisation et de l'Intégration.

Population immigrée en 2016

Montréal

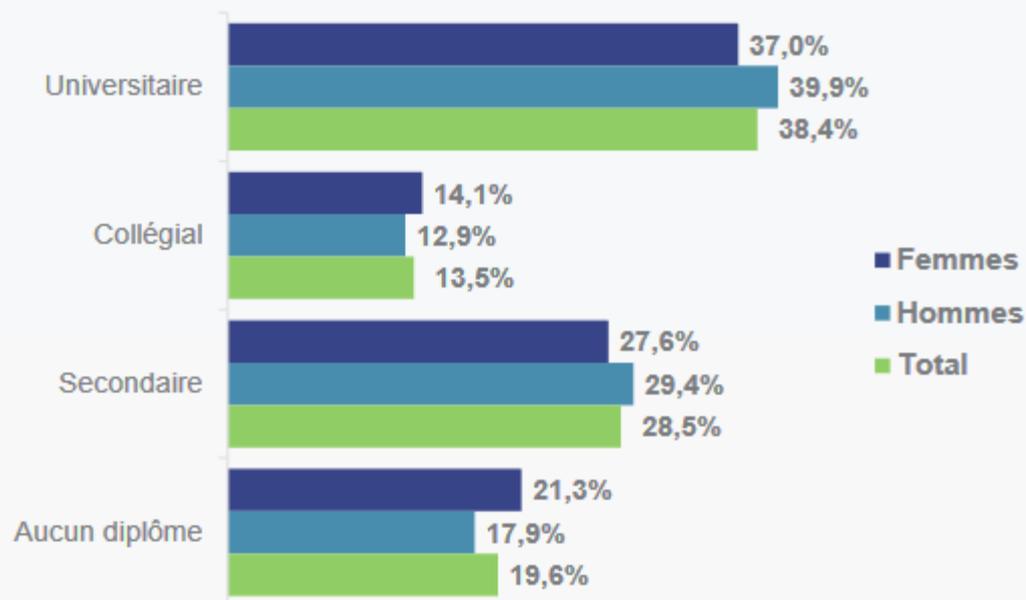
— POPULATION ÂGÉE DE 15 ANS ET PLUS —

604 030

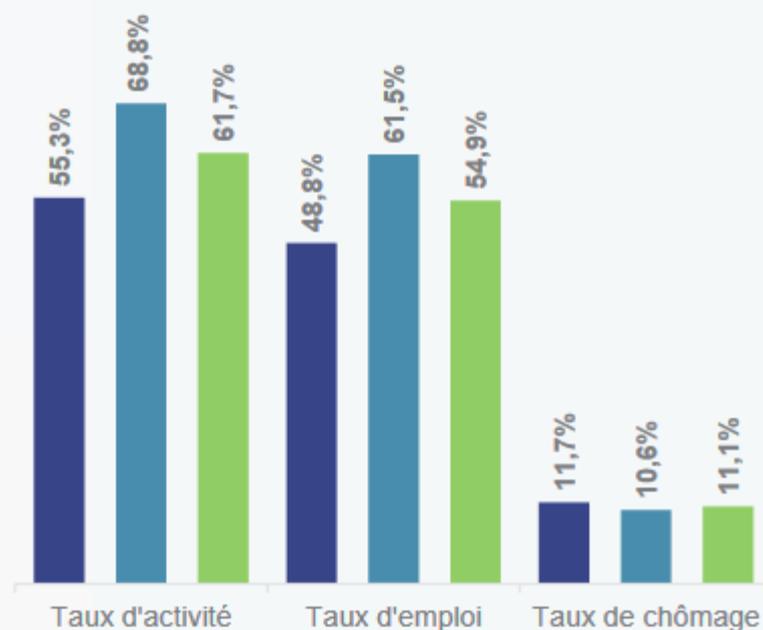
PERSONNES



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OUTAOUAIS

► **Employment and Unemployment Rate**

"In 2020, there were nearly 189,000 jobs in the Outaouais region, compared to approximately 206,000 in 2019. Between 2019 and 2020, the number of jobs decreased by approximately 18,000 in the region, the equivalent of a drop of almost 9%. Job losses occurred mainly in full-time employment (approximately -14,000), among 15-29 year olds (approximately -10,000) and among men (approximately -13,000). In addition, the service sector has seen a drop of around 14,000 jobs over the past year. Job losses led to an increase in the number of unemployed people, which increased by almost 6,000 between 2019 and 2020."*

► **Immigrants admitted to Quebec from 2009 to 2018 and residing in the Outaouais administrative region in January 2020****

13,339 including 12,986 (97.4%) in Gatineau representing 6,963 (52.2%) women and 6,376 (47.8%) men.

Population immigrée recensée en 2016

Outaouais

37 040
personnes
IMMIGRÉES

 **18 615** femmes

 **18 420** hommes

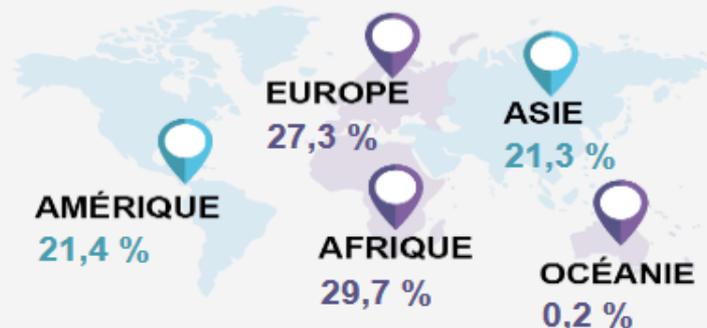


Langue
FRANÇAISE

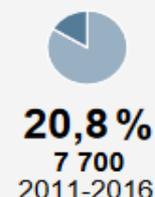
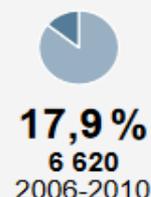
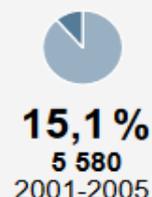
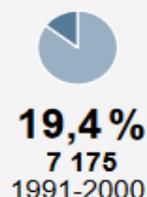
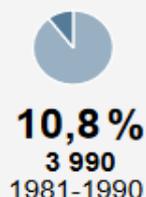
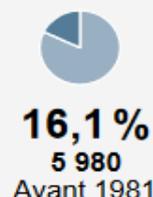
77,2 % | Connaissance de
la langue

36,2 % | Langue parlée le plus
souvent à la maison

PROVENANCE



— Proportion de la POPULATION IMMIGRÉE —



Source : Statistique Canada, Recensement de 2016.

Personnes immigrantes admises de 2015 à 2019

5 938 personnes

— Catégories D'IMMIGRATION —

 **38,3 %** 2 276
Immigration économique

 **32,8 %** 1 946
Regroupement familial

 **27,8 %** 1 653
Réfugiés et personnes
en situation semblable

La catégorie *Autres immigrants* n'est pas présentée dans le graphique.
Source : Ministère de l'Immigration, de la Francisation et de l'Intégration.

Population immigrée en 2016

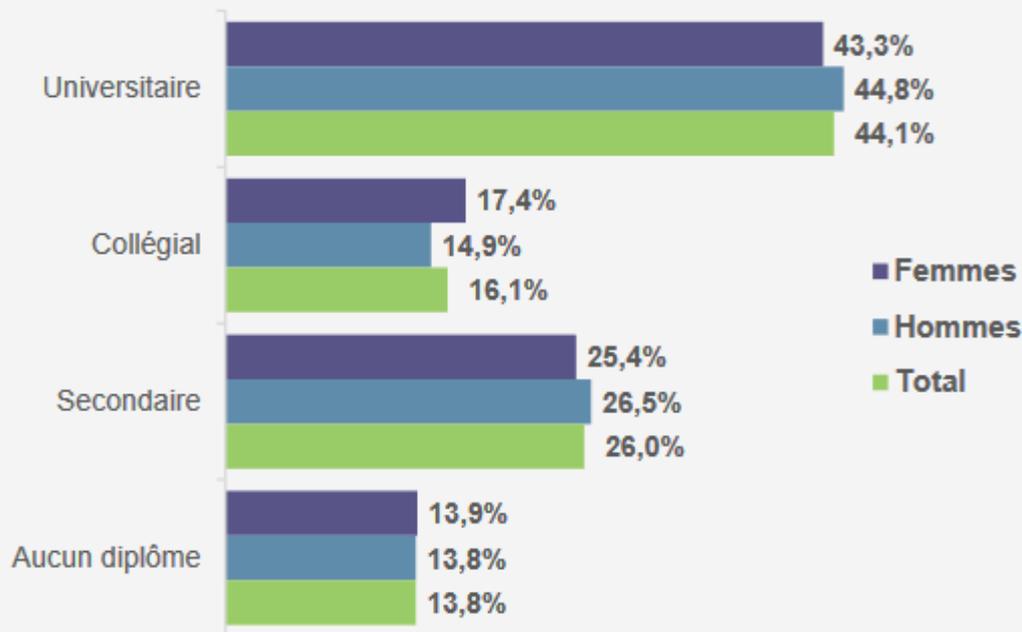
Outaouais

POPULATION ÂGÉE DE 15 ANS ET PLUS

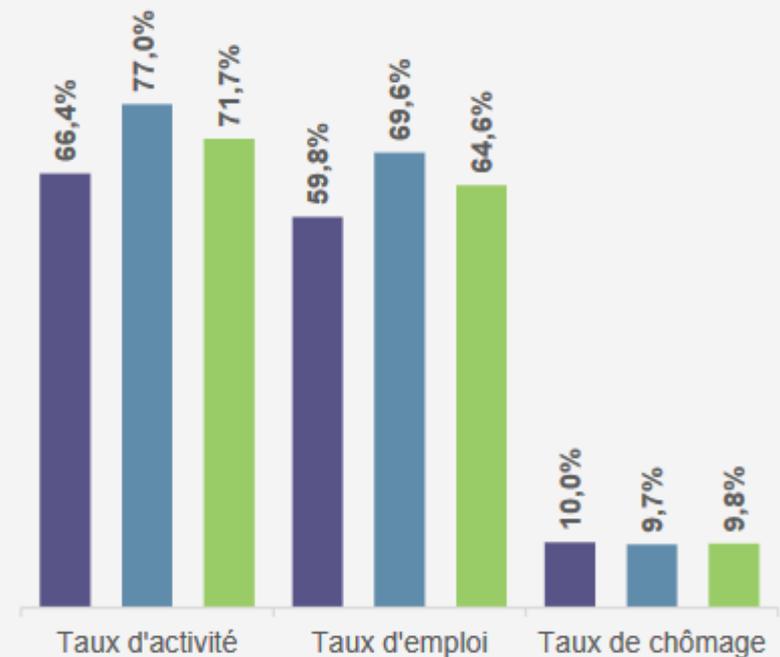
34 200
PERSONNES



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Marché du travail



QUÉBEC

► **Employment and Unemployment Rate**

"The half-year analysis revealed that, compared to 2019, the National Capital region experienced a significant drop in its number of jobs (-55,000) in 2020.

The unemployment rate recorded in the first half of 2020 shows a deterioration in the regional labor market compared to what it was in the first half of 2019. Indeed, there was an increase in the unemployment rate for the first six months of 2020. Increases of more than 5 percentage points were noted in the National Capital (+ 5.3 points). The half-yearly analysis also indicated a drop in the employment rate. Thus, in the National Capital, this rate fell by 9 percentage points compared to 2019 to settle at 57% in 2020."*

► **Immigrants admitted to Quebec from 2009 to 2018 and residing in the administrative region of Quebec (Quebec) in January 2020****

21,646 including 20,421 (94.3%) in (Quebec) which represented 10,902 (50.4%) women and 10,744 (49.6%) men.

Population immigrée recensée en 2016

La Capitale-Nationale

41 895
personnes
IMMIGRÉES

 **20 860** femmes

 **21 035** hommes

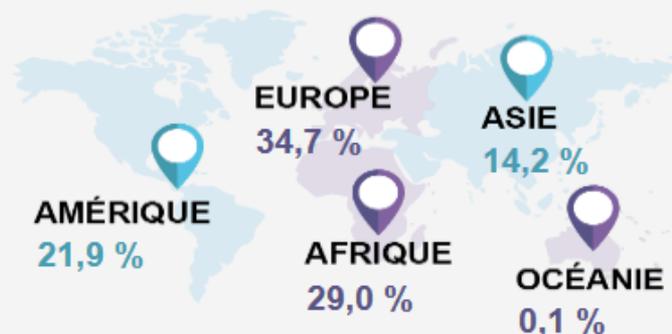


Lingue
FRANÇAISE

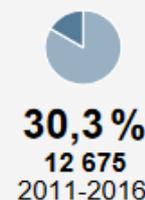
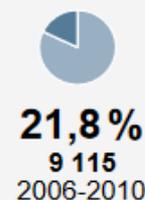
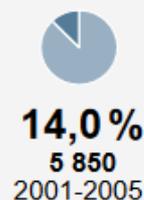
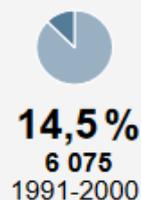
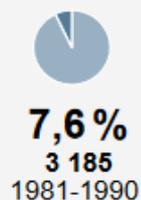
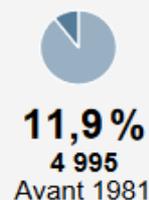
95,6 % | Connaissance de la langue

59,4 % | Langue parlée le plus souvent à la maison

PROVENANCE



— Proportion de la POPULATION IMMIGRÉE —



Source : Statistique Canada, Recensement de 2016.

Personnes immigrantes admises de 2015 à 2019

14 259 personnes

— Catégories D'IMMIGRATION —

 **59,5 %** 8 479
Immigration économique

 **21,6 %** 3 087
Regroupement familial

 **18,4 %** 2 626
Réfugiés et personnes en situation semblable

La catégorie *Autres immigrants* n'est pas présentée dans le graphique.

Source : Ministère de l'Immigration, de la Francisation et de l'Intégration.

Population immigrée en 2016

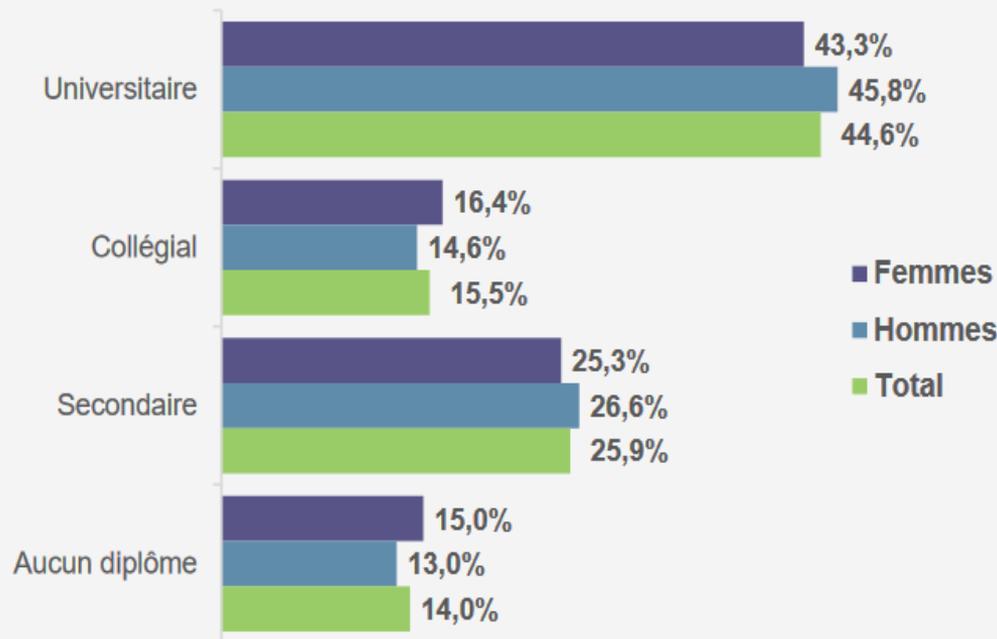
La Capitale-Nationale

POPULATION ÂGÉE DE 15 ANS ET PLUS

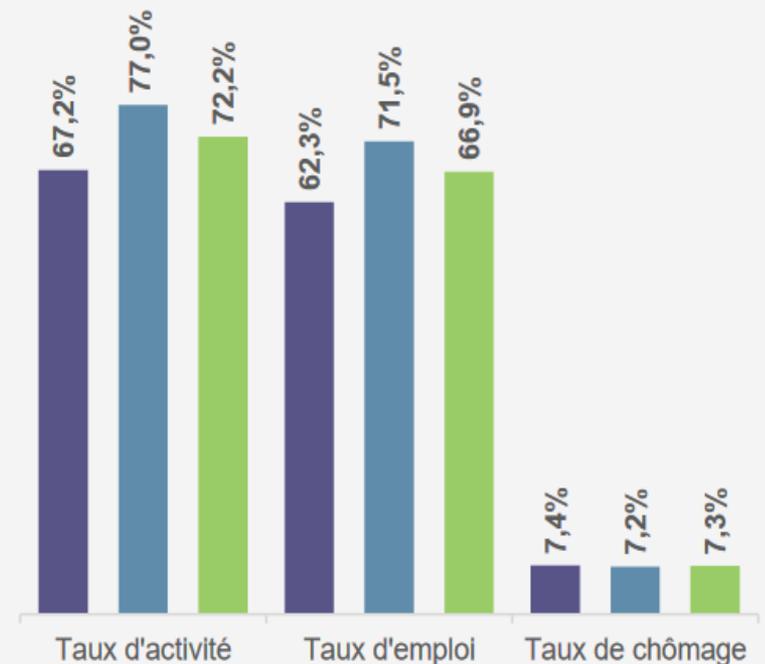
37 290
PERSONNES



Scolarité – Plus haut diplôme obtenu



Marché du travail



PART 2

OBSTACLES TO THE INTEGRATION OF IMMIGRANT AND RACIALIZED WOMEN INTO THE LABOR MARKET

REVELATIVE DATA ON IMMIGRANT WOMEN

Statistical data, research and stories of their experiences have demonstrated for several years the difficulties encountered by immigrant and racialized women in accessing the labor market.

- “In 2012, TCRI visited immigrant and racialized women across the country and found many barriers that make it difficult for these women to compete in the workforce. The Quebec experience, the return to school when they already have a university level, the mastery of French when the francization courses offered do not allow them to master the language, the shortcomings of the accompaniment of employment Quebec...”* came out.
- ▶ Another example: Professional deskilling: "Professional deskilling resulting from the non-recognition of prior studies is the main factor of the economic inequalities of which immigrants are victims, strongly contributing to certain mechanisms of professional ghettoization experienced by newcomers, and more particularly by immigrant women."*

TESTIMONY OF IMMIGRANT WOMEN



AN UNFAVORABLE SITUATION IN QUEBEC

"The findings of the Quebec Institute of Statistics in its study on the Participation of Immigrants in the Labor Market in Quebec in 2009, confirm that, throughout Canada, it is in Quebec that the situation of Immigrants and Economic immigrants is the least favorable, and that immigrant women are at the bottom of the scale."*

NON-RECOGNITION OF QUALIFICATIONS AND PREVIOUS EXPERIENCE

"In 2005, a survey conducted by Statistics Canada among immigrant women revealed that 37% of them identified the non-recognition of foreign qualifications and skills, as well as the difficulties of access to a first work experience on Canadian soil as major obstacles to their inclusion in the labor market. In 2006, the deskilling rate of immigrants was 42.1%. For immigrant women, the professional devaluation reached 44%."*

THE REQUIREMENT OF A QUEBEC EXPERIENCE

According to several studies, this hiring criterion may seem neutral, but it excludes certain groups, especially Newcomers. Indeed, **it takes a first time to acquire this experience.**

Employability programs allowing access to a first work experience are insufficient in number. For example, the PRIIME program.

SYSTEMIC DISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY PROGRAM (PAÉE)

- ▶ There is persistent systemic discrimination against women and an ineffective access to equality policy
- ▶ According to Chloé Hammond Gauvin (2016, 15) citing Marie-Thérèse Chicha and Eric Charest, **"the difficulties that continue to affect immigrants particularly affect women and people from a racialized minorities (Chicha and Charest 2008, 10) . They struggle to access a job commensurate with their skills or aspirations (Eid 2012, 420-422; Chicha 2009, 24)."***

WORK-FAMILY BALANCE ISSUES

- ▶ The balance between the demands of work or school life, sometimes both, and the demands of family life is in many cases a determining factor in facilitating the integration of immigrant women into the labor market.
- ▶ Issues to consider in this context:
 - ***The long waiting lists for daycare;***
 - ***The inadequacy of the conditions, hours and remoteness of the daycares from housing, work, etc.;***
 - ***Lack of drop-in centers in workplaces, etc.,***

are all elements to consider.

PART 3

Obligations of Employers Under Quebec Legislation



THE QUEBEC CHARTER OF RIGHTS AND FREEDOMS

“Quebec is the only province to have adopted, in 1975, a Charter of Rights and Freedoms which is not just a simple anti-discrimination law, but a true fundamental law. Indeed, the Quebec Charter of Human Rights and Freedoms takes precedence over other laws and benefits from a quasi-constitutional status.”*

DISCRIMINATION: THE GROUNDS CITED BY THE CHARTER

Discrimination is prohibited when it is based on:

- Race
- Skin color
- Sex
- Pregnancy
- Sexual orientation
- Civil status
- Age (except for measures to protect minors)
- Religion
- Political conditions
- Language
- Ethnic or national origin
- Gender identity
- Social condition
- Disability or the use of a means to alleviate said disability.

It should be noted that women, like any other group, may experience several forms of discrimination at the same time.

EQUAL ACCESS EMPLOYMENT PROGRAMS (PAÉE)

“Set of measures put in place to eliminate obstacles to equality and to remedy past and present systemic discrimination, in order to improve the situation of historically discriminated groups in employment.”*

“The equal access programs have the objective of making the workplace more representative of the competent human resources available on the labor market. They particularly target women, visible minorities, ethnic minorities, Aboriginal people and people with disabilities.

The Quebec government applies the principle of equal access through these three levers: the Public Service Equal Access Program; the Act respecting equal access to employment in public bodies; and the Contractual Obligation Program.”*

PAEE HISTORY

- ❖ “1982: Proposal to amend the Quebec charter to include EAPs.
- ❖ Women's Coalition for Access to Equality is born (more than 170 organizations, 350,000 women).
- ❖ 1982: adoption of Part III (article 86-92) of the charter (PAE).
- ❖ 1986 Definition of a PAÉE
- ❖ Charter amendment to improve the situation of women (public service).
- ❖ 1987: Contractual obligation program
- ❖ 1990: cultural and indigenous communities.
- ❖ 2000: **Act Respecting Equal Access to Public Bodies.**
- ❖ 2005 : people with disabilities **public bodies.**
- ❖ **2009** : persons with disabilities private companies.”*

THE PAEE IN THE PUBLIC SERVICE

- ▶ “Applies to all public service jobs including summer jobs and internships (except ministries)”*

The PAÉE applied to the government or in the departments is governed by the Treasury Board. Unfortunately, the Ministries are not subject to the law on equal access. No legal obligation is in place. What is also deplored by the organizations of defense of the rights.

THE PAEE IN PUBLIC ORGANIZATIONS

LAW 143 ON EQUAL ACCESS TO EMPLOYMENT

“In the early 1980s, the Quebec government proposed to amend the Charter of Human Rights and Freedoms to include equal access programs.

- ▶ The Government of Quebec has adopted this means so that the entire population has access to a more equitable participation in social and public life. In 1986, after amending the Charter of Human Rights and Freedoms, the Quebec government decided to implement an equal access program to improve, among other things, the situation of women employed in the public service. Four years later, in 1990, the program also targeted "cultural communities" and Aboriginal peoples and only integrates people with disabilities in 2005.**
- ▶ **Act Respecting Equal Access to Public Bodies**
- ▶ “Applies to public bodies in the health, social services and education network, Crown corporations, municipalities and school boards.”**
- ▶ <https://www.cdpdj.qc.ca/fr/vos-droits/lois-qui-protigent-vos-droits/LAEE>

THE PAEE IN PUBLIC ORGANIZATIONS (CONT.)

LAW 143 ON EQUAL ACCESS TO EMPLOYMENT

"The Act Respecting Equal Access to Employment in Public Bodies aims to correct the inequalities experienced in the field of work by:

- ▶ women
- ▶ ethnic minorities
- ▶ visible minorities
- ▶ indigenous people
- ▶ People with Disabilities.

The purpose of the Act is to counter **systemic discrimination** in employment. The Access to Equality Programs (PAÉE) that certain public bodies must implement stem from this Act"*

- ▶ [HTTP://LEGISQUEBEC.GOUV.QC.CA/FR/SHOWDOC/CS/A-2.01](http://legisquebec.gouv.qc.ca/fr/SHOWDOC/CS/A-2.01)

THE PAEE IN PUBLIC ORGANIZATIONS

- ▶ Law enforcement applies to any public body.

THE PAEE IN THE PRIVATE SECTOR: THE TREASURY BOARD

▶ Contractual Obligation Program (COP)

*“After pressure exerted by the Women’s Coalition for Access to Equality, the government established, in 1987, the Contractual Obligation Program. **This obliges companies and profit organizations employing more than 100 people to establish an equal access program.** This measure exclusively concerns businesses and organizations that sign contracts with the provincial government worth \$100,000 or more for goods, services or subsidies. The government thus intends to ensure that the companies with which it enters into agreements do not discriminate.”**

POSSIBLE SOLUTIONS

Offer an alternative to the non-recognition of achievements and skills obtained elsewhere:

- ▶ Through refresher training that will allow immigrant women with work experience related to the position in question to adapt to exercising a similar trade in Quebec
- ▶ Through internships in the field when the candidates are already graduates

Consider Work-Family Balance Issues:

- ▶ Offer working hours that take into account the struggle of obtaining a place in daycare for children who are not yet in school

Set up and actually apply the PAEEs:

- ▶ Promote the effective implementation of the PAÉE in various settings

Strengthen partnerships:

- ▶ Build, consolidate or strengthen partnerships with employability organizations (MTESS partners) and those in charge of immigration (MIFI and MTESS partners) that offer services to immigrant women.

END OF THE FORUM

Thank you for your attention!

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