



**Self-Employment and Employment in
Quebec's English-speaking Cultural Communities and Visible Minorities:
Prospects and Problems**

For

**Youth Employment Services
September 2006**

**With the Support of the Department of
Canadian Heritage**

Jack Jedwab

Table of Contents

I. Introduction: Objectives and Methodology

2. Literature Review

- A. Canada and Global Entrepreneurship Studies
- B. Immigrants, Ethnics and Self-Employment Research
- C. Quebec Government Report on Black Communities

3. Demographic Profile of Anglophones from Cultural Communities and Visible Minorities

4. Youth Employment Services: A profile of its Clientele

5. Statistics Canada Census and Survey Data on Self-Employment and Employment

- A. Self-Employment in Montreal and the Rest of Canada
- B. Self-Employment and Language
- C. Self-Employment and Gender
- D. Self-Employment and Income
- E. Self-Employment Amongst Montreal's Visible Minorities, Cultural Communities and Immigrants

6. Views of Anglophone Quebecers on Self-Employment and Employment Concerns: CHSSN-CROP Results

7. Self-Employment versus Employment-Barriers to Both: Findings from the Jedweb-YES Survey

A. Jedweb-YES Survey and Focus Group Questions:

B. Jedweb-YES Survey Methodology

C. Jedweb-YES Survey Demographics

D. Jedweb-YES Survey Results

i. Finding Employment

ii. Familiarity and Effectiveness of Employment Programs

iii. What's Most Effective in Finding Employment

iv. Self-Employment: An Alternative to Employment?

v. Principal Obstacles to Setting up a Small Business

vi. Leger Marketing Survey

vii. Principal Barriers to Equal Opportunity in Self-Employment and Employment

viii. Satisfaction with French Language Instruction

8. Conclusion and Recommendations

A. Networking

B. Access to Capital

C. Discrimination

D. Language Training

E. Education

F. Recognition of Credentials and Experience

G. Research

Appendix

Detailed Profile of Montreal's Self-Employed

I. Introduction: Objectives and Methodology

What are the principal barriers to self-employment and employment for members of Quebec's English-speaking visible minorities and cultural communities? The question is considered in this report in view of the ongoing challenges that some members of English-speaking visible minorities and cultural communities face in the current economy. The specific aim is to improve our understanding of factors which prevent members of Quebec's English-speaking visible minorities and cultural communities from achieving self-employment and employment goals.

In order to expand knowledge around these matters a review of relevant literature conducted on barriers to self-employment and employment in Canada will be presented. The focus is on publications that provide insight into the challenges confronting Canadians with respect to self-employment and employment and how the broader circumstances might apply to English-speaking members of Quebec's visible minorities and cultural communities.

Thereafter a review will be conducted of relevant 2001 Census data on trends in self-employment and employment of members of cultural communities and visible minorities in Quebec. In addition relevant data will be presented from a 2005 survey of some 3000 Quebec anglophones conducted by the firm CROP for the Community Health and Social Services Network. Yet another data source employed is the records of Youth Employment Services (YES) with the focus on the numbers of visible minority clients using services for entrepreneurship relative to those seeking assistance for employment.

For purposes of the study a poll was commissioned from the firm Leger Marketing to identify the principal barriers that Quebecers on the whole identified in setting up a small business. However to further enhance our understanding of the issues around self-employment and employment of visible minority and ethnocultural anglophones a detailed survey was administered to approximately 175 individuals that included persons considering self-employment and employment, community leaders and human resource specialists. Many of survey respondents were invited to take part in focus group discussions to elaborate on their concerns. Hence the goal here is to provide substantial insight into the main issues and concerns of those dealing with self-employment and employment in either a professional capacity, from a community standpoint or from the perspective of those seeking employment-more detail about the survey will be offered later in this report.

2. Literature Review

While there is relatively little research focused directly on self-employment of English-speaking members of cultural communities and visible minorities in Quebec some studies are available around trends and challenges in self-employment. Profiles of immigrant groups in this regard have been provided for various Canadian communities. It is important to point out that the terms entrepreneurship and self-employment are often used interchangeably.

A. Canada and Global Entrepreneurship Studies

Launched in 1999, the Global Entrepreneurship Monitor (GEM) involves 150 researchers working in 31 countries. GEM constitutes the largest global research project on entrepreneurship currently pursued internationally, providing significant benchmarking of the phenomenon. Amongst the questions GEM attempts to answer is whether national characteristics are related to differences in entrepreneurial activity? Other assumptions that it tests about entrepreneurship include individual motivation in choosing entrepreneurship; the demographic profile of those who take this route—their age, gender, education, and so forth; the types of businesses that are being created; the factors that help us understand differences in entrepreneurial activity between countries; the impact of public policy and the role that government can play in enhancing entrepreneurship; and the domestic regional differences in entrepreneurial activity.

The GEM has been incorporated in this analysis to permit comparisons with the findings provided from the various quantitative and qualitative research employed elsewhere in this study. The 2004 Canadian edition of GEM made the following observations about entrepreneurial activity in this country:

- Canada remains one of the most dynamic G7 nations with 8.0% of its adult population engaged in entrepreneurial activities in 2003. Unfortunately, this is the third consecutive year where entrepreneurial activities in Canada have declined, as shown in Figure 1 below.
- Entrepreneurial activity in Canada is motivated more by perception of opportunity than by necessity (as is the case in many developing nations).
- About 10.9% of all adult men were engaged in some form of entrepreneurial activity compared with only 5.1% of adult women.
- The gender disparity of participation in entrepreneurial activities is more pronounced in the 25-to-34-year-old and 55-to-64-year-old categories, with men almost three times more entrepreneurial than women in these age brackets.
- The Prairie provinces and British Columbia lead Canada in entrepreneurship with 9.9% and 9.6%, respectively, of their adult population participating in entrepreneurial activities.
- Ontario, Quebec, and the Atlantic provinces are below the national average with 7.4%, 7.3%, and 6.5%, respectively, of their adult population participating in entrepreneurial activities.

According to GEM 2002 research, 97% of the people involved in entrepreneurial activities can be labeled as either “opportunity” entrepreneurs or “necessity” entrepreneurs. Opportunity entrepreneurs are those who take advantage of perceived business opportunities. This type of entrepreneur has other choices available but chooses this path out of personal preference. Another group is described as necessity entrepreneurs because they have no better option for work. Unlike the opportunity entrepreneurs the decision to start a business is not a voluntary one.

In Canada, the relative social and economic stability results in more opportunity entrepreneurs than necessity entrepreneurs when compared with other GEM countries.

GEM research indicates that both gender and age play major roles in predicting participation in entrepreneurial activities. The overall gender ratio of entrepreneurs is two men to every woman. This gender ratio is even more pronounced in the 25-to-34-year-old category, where Canadian men are almost three times more likely to be entrepreneurial than women. When the motivational considerations for engaging in entrepreneurial activity are factored in, the age category becomes particularly important. For men the opportunity-based and necessity-based motivations are especially relevant in the 25-to-34 age category. This above-average motivation-based participation is due partly to factors such as entry into the workforce, or conversely the failure to enter the workforce: the one case presents them with opportunity and the other compels them to seek out means of self-employment.

The GEM model outlines nine entrepreneurial framework conditions that influence entrepreneurial activity within the country:

- financial support
- government policies
- education and training
- cultural and social norms
- government programs
- research and development transfer
- commercial and professional infrastructure
- barriers to entry/internal market openness
- access to physical infrastructure.

Amongst the experts interviewed for the GEM study in Canada, 15% considered access to capital to be a limiting force on Canada's entrepreneurial activity, 21% were of the opinion that government policies for new and growing firms and tax regulations were limiting entrepreneurial activity, 13% of the experts felt that education from the primary to the university level provided good preparation for self-employment was a limiting factor and 26% believed that Canada lacked a positive cultural and social environment for engaging in entrepreneurial activities.

B. Immigrants, Ethnics and Self-Employment Research

Gabrielle Brenner et al. note that very little research has been conducted to-date on the characteristics and contributions of immigrants and ethnic groups to entrepreneurship, and the role of their communities in this process. Certain studies however, have revealed that rates of such activity are high in some ethnic groups, a phenomenon that has traditionally been explained, at least in part, by cultural differences.

In Canada, aside from research carried out by governments to evaluate the success of immigrant employment programs, there have been very few studies of ethnic entrepreneurs. Brenner notes that only a handful of authors have studied the venture creation process in ethnic communities.

In a comparative analysis of ethnic entrepreneurship in the Italian, Chinese and Indian/Sikh communities in Montreal, Toronto and Vancouver, Brenner et al. (cahier 2002-16 novembre 2002) point to inter-group differences concerning the identity of business partners in all three cities. They contend that immigrant networks are an important influence in patterns of entrepreneurship as well as the location of the firm within Canada. In their study 38.2% of the entrepreneurs (i.e. 161 of the 422 studied) were engaged in what is referred to as co-leadership of a business and the other person was usually a family member.

In another study by Brenner et al. comparing the Chinese communities in Montreal, Toronto and Vancouver, (Working paper no 2000-08 June 2000) some 150 entrepreneurs and 150 non-entrepreneurs were surveyed. Entrepreneur respondents and their businesses differed significantly by city according to the length of time they were resident in Canada, reasons for emigrating, length of work experience, success of previous family business, reasons for trips home, method of opportunity identification, reasons for owning a business, difficulty in obtaining financing, sources of current financing, and number and type of employees.

Toulouse and Brenner note that some ethnic groups seem to have a higher propensity for entrepreneurship than others (they use the term venture creation). The resources available in an ethnic group appear to be one of the factors governing the success of entrepreneurs who tend to create new projects in specific sectors. The authors identify five major factors contributing to successful ventures, namely the intra-ethnic network, the family, the industrial sector in which ethnic community members work, the venture creation process, and the value of the economic activity generated.

The various studies in which Brenner has been involved all confirm the considerable importance of networking and networks in contributing to successful efforts amongst those pursuing self-employment projects. Research conducted on ethnic entrepreneurship in the United States confirms a similar pattern. Waldinger, Aldrich and Ward suggest that entrepreneurial strategy is derived from interaction between existing opportunity structures and the features of the ethnic group. It has been widely demonstrated that ethnic venture creation is centered on the family and intra-ethnic networks. They contend that ethnic entrepreneurs make little use of official networks (business associations in the host society) or government support services. Some immigrants have sufficient capital and entrepreneurial potential before they arrive in the host society, while others secure funding from within their communities, through community institutions, contacts or family members. Ethnic entrepreneurs adapt the available resources and carve out a niche for themselves within ethnic and non-ethnic markets abandoned or not served by the host society. A number of authors have shown that certain immigrants and ethnic community members are more likely to work for themselves than is the case for members of the host population.

Brenner et al. discovered that personal savings were the main source of financing for ethnic entrepreneurs (accounting for 69.5% of the initial investment). Family and friends were also very important in this regard, providing an average of 16.8% of the initial investment. They remark that little use was made of classical funding sources. Banks,

for example, obtained a rating of only 10.3%, and government sources of 0.6%. Brenner et al. assert that classical funding institutions were not significantly involved in funding the start-up of most enterprises.

C. Quebec Government Report on Black Communities

There is no Federal and Provincial government report focused specifically on self-employment and employment issues for English language members of Quebec's visible minorities and cultural communities. Indeed relatively little attention has been paid to the issues of self-employment and employment within the province's English-speaking community. In March 2006 however the Quebec Minister on Cultural Communities and Immigration released a Task Force Report on the full participation of Black Communities in Quebec society that includes several useful observations and recommendations in the area of self-employment. During consultations conducted around the Task Force Report it was concluded that access to employment was one of the main challenges faced by the province's Black Communities.

The Task Force believes that all Quebec employers have a duty to ensure a fair representation of Quebecers from visible minorities within their workforce and it is from that perspective that recommendations were made. The Report contended that among visible minorities, Quebecers from Black communities face special difficulties in obtaining employment, particularly owing to problems of discrimination.

Self-employment in the province's Black communities was a major theme raised by the Government Task Force. It pointed out that starting up and financing new enterprises is a challenge and that economic mutual aid networks are not well developed in the community. Participants in the consultative process also emphasized the importance of encouraging entrepreneurship and supporting it with concrete measures. It is noted on many occasions, that by not creating their own enterprises, persons from Black communities are also not creating jobs or wealth for their own community or for the broader Quebec society. Hence assistance with the financing of self-employment projects remains a necessity.

In the view of several participants, this necessity stems from the difficulty that members of Black communities have obtaining bank loans. Obstacles identified during the consultations included the lack of knowledge of business creation procedures, the lack of incentives for women and youth to start up businesses, (even though this would be an effective way to improve their currently difficult situation), and the limited development of micro-credit and social economy enterprises, which are seen as promising avenues for supporting Black community entrepreneurs. In the case of visible minority immigrants, difficulties also related to the recognition of diplomas and work experience acquired abroad.

3. Demographic Profile of Anglophones from Cultural Communities and Visible Minorities in Quebec

On the basis of single declarations of ethnic origin, in 2001 some 37 percent of those for whom English is the first official language spoken are of Canadian, British, French and Aboriginal descent. Another 37 percent report other European backgrounds, and about one-quarter report non-European origins. The ethnic composition of Quebec's Anglophone population differs when contrasting the Montreal region with the rest of Quebec. On the basis of single declarations of Anglophones in Montreal, those declaring Canadian British, French and Aboriginal origins account for just over one-quarter of the population. In effect Montreal's English-speaking population is comprised of a greater variety of ethnocultural groups and visible minorities than is the case elsewhere in the province. Outside the Montréal region, 84 percent of the Anglophone population is of Canadian, British, French and Aboriginal descent.

Table 1 Declaration of Ethnic Origin among First-Official-Language-Spoken Anglophones, Quebec, Montréal Region and the Rest of Quebec, 2001

	Quebec	Montréal region	Rest of Quebec
Aboriginal	17,490	1,365	16,125
Canadian	102,635	63,000	39,635
British	73,900	50,640	23,260
French	5,805	3,265	2,540
Total of above	199,030	118,270	81,560
European	161,345	156,020	5,325
Non-European	137,740	127,335	10,405
Jewish	38,925	38,575	350
Total	537,840	440,200	97,640
Source: Statistics Canada, Census of Canada, 2001.			

Within the Anglophone population, there has been a constant rise in the share of those identified as visible minorities. Between 1996 and 2001, the visible minority share of the Anglophone population rose from about 11.5 percent to 13 percent. In Montréal, nearly one out of five Anglophones belong to visible minorities. Of the approximately 72,500 visible minority Anglophones in Quebec, most are identified as black (35,285), with South Asians constituting the next largest group (12,580). When using first official language spoken as the defining criterion, nearly one-fifth of the Anglophone population is identified as visible minority and just over one-quarter lives on the Island of Montreal.

Quebec Anglophones are a community that has been characterized by a steady flow of immigration over the course of its history. As observed below some 51.3% of immigrants reported knowing English upon arrival (this represents the combined share of those saying they know English upon arrival and those with knowledge of English and French).

Table 2
Immigrants Admitted to Quebec By Knowledge of English and French Upon Arrival, 2001-2005

	2005	2004	2003	2002	2001
French Only	10 240 (23.6)	9 733 (22.0)	8 620 (21.8)	9 183 (24.4)	9 538 (25.4)
French and English	14 608 (33.7)	14 743 (33.3)	11 496 (29.0)	9 294 (24.7)	8 098 (21.6)
English Only	8 062(18.6)	7 841 (17.7)	6 642 (16.8)	5 954 (15.8)	5 982 (15.9)
Neither English Nor French	10 463 (24.1)	11 929(27.0)	12 825 (32.4)	13 198 (35.1)	13 919 (37.1)
Total	43 373	44 246	39 583	37 629	37 582

Source: Minister of Immigration and Cultural Communities, Government of Quebec, March 2006

The origins of English-speaking immigration change considerably when the criterion is first official language spoken rather than mother tongue. On the basis of mother tongue, some 40 percent of Anglophone immigrants hail from the United Kingdom and the United States. Their combined share of Anglophone immigration drops just below 15 percent when the criterion is first official language spoken. Immigrants from parts of Europe outside the United Kingdom account for just over one-tenth of the mother-tongue-English population, but the figure is over one-third for those identified in the category of English as first official language spoken. Immigrants from Asia account for nearly 17 percent of the mother-tongue-English population, but represent more than one-third of Anglophone immigrants as defined by first official language spoken.

According to special tabulations of Statistics Canada's 2002 survey on Ethnic Diversity (EDS) some 53% of Anglophone Montrealers consider their first ancestral identification and 73% their ethnic identity to be important.

4. Youth Employment Services: A profile of its Clientele

Youth Employment Services routinely gathers demographic data on its clientele. Based on responses gathered from client registration forms at Youth Employment Services, for the year 2005 75% of YES clients spoke English at home, about 10% French and 15% a language other than English or French. Some 50% of YES clients were women, 23% of YES clients say they belong to a cultural community and 26% to a visible minority. Nearly four in five clients of YES were university graduates,

approximately 40% were born in Quebec, another 25% elsewhere in Canada, and 35% outside the country. As to the age breakdown of YES clientele one-quarter were under the age of 24, nearly half were between the ages of 25 and 34 and approximately another quarter were above the age of 35.

Data from Youth Employment Services reveals that between April 2002 and March 2005 there was a near 25% increase in the number of YES clients seeking support for entrepreneurship. However the percentage increase in those seeking support for employment while steady over the period 2002-2005 experienced a significant jump in the 2005-2006 period with a near 30% increase for that one year.

As observed below some one-quarter of all YES clientele considered themselves part of a visible minority. In 2002-2003 some 70% of the visible minority clientele were seeking employment with the rest interested in entrepreneurship. That figure rose to just over three-quarters in 2005-2006 and hence there was a reduction in the percentage seeking support for entrepreneurship over that period.

Table 3
Number of New Entrepreneurship Clients for Youth Employment Services, 2002-2005

Entrepreneurship	01 April 2002 - 31 March 2003	01 April 2003 - 31 March 2004	01 April 2004 - 31 March 2005	01 April 2005 - 31 March 2006
# of New Entrepreneurship clients	669	786	841	756
# of New Entrepreneurship clients who consider themselves to be visible minorities	147 (22.0)	212 (27.0)	217 (25.8)	194 (25.6)
# of Entrepreneurship clients that are Female	332	356	416	360
# of Entrepreneurship clients that are Male	338	427	417	377

Some twenty-eight percent of women clients of YES in 2002-2003 sought support for entrepreneurship compared with 32% of men. In 2005-2006 approximately twenty-five percent of women clients of YES sought support for entrepreneurship while twenty-nine percent of men sought such support. In both instances there was a slight decline over that period in seeking support for entrepreneurship.

Table 4

Number of New Job Search Clients for Youth Employment Services, 2002-2005

	01 April 2002 - 31 March 2003	01 April 2003 - 31 March 2004	01 April 2004 - 31 March 2005	01 April 2005 - 31 March 2006
# of New Job Search clients	1540	1557	1600	1995
# of New Job Search clients who consider themselves to be visible minorities	327 (21.2)	474 (30.4)	393 (24.5)	554 (27.7)
# of Job Search clients that are Female	826	805	878	1067
# of Job Search clients that are Male	715	747	713	916

5. Census and Survey Data on Self-Employment and Employment

A. Self-Employment in Montreal and the Rest of Canada

As mentioned earlier one of the principal objectives of this report is to examine the barriers to self-employment and employment amongst members of cultural communities and visible minorities in the English-speaking community. In order to identify barriers several factors need to be considered. The following section relies on custom tabulations from the 2001 census of Statistics Canada to offer a detailed portrait of self-employed Montrealers from cultural communities and visible minorities so as to permit greater insight into the characteristics of persons that pursue that option. It also permits some comparison between the conditions of Montrealers that are self-employed with those that are employed. Any assessment of the condition of self-employed Montrealers cannot be considered without looking at age, gender, immigrant status and education. Hence the data provided and analyzed below examines the relationship between several variables.

There is also some statistical evidence suggesting an important correlation between the degree of self-employment in a given ethnic community and the overall economic well-being of the group. In effect the presence of entrepreneurs may have an important bearing on how well the community does overall. Tables I and II in the Appendix illustrate this relationship by comparing the rate of self-employment in several Montreal communities with the overall average income of group members. In short supporting community entrepreneurs may be vital to the prospects for economic vitality of a given group.

Briefly reviewing the highlights of the census data employed in this study it is revealed that nearly one in ten Montrealers are self-employed. Self-employment is more common elsewhere in the country than it is in Montreal with approximately 13.5% of the national

labor force reporting such status. In Toronto, Calgary, Edmonton and Vancouver self-employment is more common than it is in Montreal (see Appendix-Table III).

B. Self-Employment and Language

Those whose first official language is English are slightly more likely than Montrealers on the whole to be self-employed (11.6%). Those whose first language learned and still understood is English were somewhat less inclined to be self-employed than those whose mother tongue is neither English nor French but for whom English is the second language (12.3). Anglophones are more likely to be self-employed than mother tongue francophones or those allophones for whom French is the second language—each respectively reporting self-employment at approximately 9% (see Appendix-Table IV).

Table 5
Self-Employed and Employed in Montreal by English First Official Language Spoken and Mother Tongue, 2001

Montreal	First Official Language Spoken English	Mother Tongue English	Second Language English (Allophones)
All classes of worker	254 390	153 825	100 565
Paid workers	234 955	142 100	92 855
Employees	223 235	135 435	87 800
Self-employed (incorporated)	11 725 (4.5)	6 665(4.2)	5 060 (4.9)
Self-employed (unincorporated)	18 760 (7.1)	11 360 (7.2)	7 400 (7.4)

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

C. Self-Employment, Age and Gender

Nearly one-third of self-employed Montrealers are between the age of 35 and 44 while another 28% are between the ages of 45 and 54. Nearly one-third of all self-employed Montrealers are women. However self-employed women are somewhat better represented overall in the group under the age of 45 and particularly in the 25-34 category. This may be attributable to a generational shift brought on by changes in the economy and in societal roles. There are as many self-employed men as there are women in the case of the Korean, Japanese, Southeast Asian and Filipino groups between the ages of 25 and 44.

Table 6
Self-Employed in Montreal by age and gender, 2001

Montreal Self-employed	Total	Male	Female
Total – Age	174 555	117 835 (67.5)	56 720 (32.5)
15-24 years	4 930	3 130 (63.8)	1 800 (36.2)
25-34 years	28 690	17 690 (61.8)	11 000 (38.2)
35-44 years	55 175	35 555 (64.6)	19 610 (35.4)
45-54 years	49 125	33 420 (68.2)	15 705 (31.8)
55-64 years	27 630	20 800 (77.0)	6 830 (23.0)
65 years and over	9 005	7 235 (80.3)	1 770 (19.7)

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

(Amongst the 15-17 year old group some 465 persons reported that they were self-employed which included 220 males and 245 females)

D. Self-Employment and Income

When contrasting the earnings of self-employed with employed Montrealers it is observed that in 2001 the former earn 25% more on average than those reporting their status as employed. The average total income for the self-employed in Montreal in that year was 43 144 versus 34 485 for employed Montrealers. However this advantage varies by industry and in some areas the financial benefits of self-employment are not all that evident. It is in the areas of manufacturing, certain aspects of construction, wholesale, retail, business services, restaurants and bars, the needle trade and health and social services where self-employment reaps economic gain. In construction and education those who were employed earned more than those who reported self-employment (see Appendix Table IV).

E. Self-Employment Amongst Montreal's Visible Minorities, Cultural Communities and Immigrants

In Montreal self-employment is somewhat more common amongst immigrants than non-immigrants with just over 12% of the immigrant population reporting that they were self-employed versus 9% of the non-immigrant population that report self-employment. As noted at the outset, self-employment is more common amongst some ethnic communities than others. Only in the cases of immigrants with Chinese, Filipino, African and Central and South American origins is the earnings differential less substantial between the self-employed and the employed.

In Montreal, the ratio of self-employed to employed is lower amongst visible minorities than it is amongst those not part of a visible minority. It is proportionately lower amongst the Black, South Asian, Filipino and Latin American groups and higher amongst the Chinese and Korean populations. Certain ethnic groups in Montreal have a greater ratio of self-employed to employed. Higher percentages of self-employed are found amongst the Italian, Jews, Arabs, Greeks, German, Lebanese, East Asian, West Asian, Chinese and Polish.

Table 7
Self-Employed and Employed Labor Force in Montreal with Completed Post Secondary Education, 2001

Montreal	Total - Occupation 15+ in the labour force	Employed labour force	Self-employed	Not self-employed	Unemployed labour force
With completed post-secondary qualification	1024455	963475	107030	856450	60975
Entire Visible minority population	117585	101265	10450 (8.9)	90815	16320
Black	33815	28875	1650 (4.8)	27230	4940
South Asian	11925	10155	1095 (9.2)	9060	1775
Chinese	12425	11120	1215 (9.8)	9910	1305
Korean	1150	1075	310 (26.9)	765	80
Japanese	565	535	105 (18.5)	425	30
Southeast Asian	9880	9160	1240(12.5)	7915	725
Filipino	6715	6305	220 (3.2)	6080	415
Arab/West Asian	25020	20135	3380 (13.5)	16755	4885
Latin American	12565	10820	870 (15.0)	9950	1750
All others (not visible minority)	906865	862210	96580 (10.7)	765630	44655

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

As observed below self-employment amongst men and women in Montreal is less common than it is elsewhere in Canada. The gap is somewhat wider between self-employed women in Montreal and those elsewhere in Canada. The gender gap in self-employment is reflected in most visible minority groups however in Montreal women identifying as Japanese and Southeast Asian were somewhat more likely to be self-employed than those elsewhere in Canada (in the case of Korean and Filipino it was roughly equal).

Table 8
Percentage of Self-employed by Gender and Visible Minority Status for Canada and Montreal, 2001

	Canada- Male	Canada- Women	Montreal- Male	Montreal- Women
Total	14.2	8.3	13.2	6.6
Entire Visible minority population	12.0	6.8	10.0	5.3
Black	8.0	3.1	6.5	2.3
South Asian	11.7	5.7	7.9	4.8
Chinese	15.3	9.6	13.3	8.0
Korean	32.4	28.4	33.5	28.8
Japanese	17.4	11.1	17.1	17.7
Southeast Asian	8.3	7.6	10.4	9.9
Filipino	3.7	3.2	2.1	3.3
Arab/West Asian	17.7	8.5	17.5	7.2
Latin American	8.3	6.3	6.1	5.5
All others (not visible minority)	14.4	8.5	12.6	6.8

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

Groups vary in their demographic condition on the basis of age, level of education, gender and fields of study. The Table below attempts to control for the first two considerations to determine whether such issues modify the profile of self-employed Montrealers. In the next Table all four variables are controlled.

Table 9

Self-Employed and Employed Labor Force in Montreal with Completed Post Secondary Education age 35-44, 2001

	Total - Occupation 15+ in the labour force	Employed labour force	Self- employed	Not self- employed	Unemployed labour force
With completed post- secondary qualification	305 555	289 190	35 535	253 655	16 365
Entire Visible minority population	34 060	29 250	3 405	25 840	4 810
Black	8 450	7 280	500	6 780	1 170
South Asian	2 805	2 355	280	2 070	450
Chinese	4 165	3 705	535	3 165	465
Korean	200	185	45	140	15
Japanese	155	150	25	125	10
Southeast Asian	2 615	2 450	340	2 115	160
Filipino	2 265	2 115	85	2 035	145
Arab/West Asian	8 295	6 610	1 210	5 400	1 685
Latin American	4 245	3 640	290	3 345	605
All others (not visible minority)	271 495	259 940	32 130	227 810	11 555

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

As to the ratio of employed to self-employed it is especially low amongst persons of Central and South Americans, Jamaicans, Haitians and Filipino origin.

Table 10
Employed and Self-Employed by Selected Ethnic Origins in Montreal, 2001

Montreal	Employed	Self-employed	Ratio of Self-Employed to Employed
Total - Ethnic origin	1 584 365	177 865	9%
Jewish origins	29 190	8 255	22.3
Greek	24 005	4 150	17.0
Arab origins	43 255	8 015	15.7
Chinese	21 250	2 730	11.3
Italian origins	99 985	12 770	11.2
Ukrainian	8 390	1 010	10.7
British origins	149 355	16 895	10.0
French	346 060	39 730	9.7
Canadian origins	939 270	94 100	9.1
South Asian origins	23 280	2 050	8.1
Central and South American origins	23 770	1 785	7.0
Jamaican	4 575	300	6.1
African (black) origins	16 340	1 040	6.0
Caribbean and Bermuda origins	45 105	2 175	4.6
Haitian	30 390	1 410	4.5
Filipino	10 320	335	3.4

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

The table below explores Montreal's immigrant self-employed by their time of arrival in Canada. The numbers of immigrant self-employed often depend upon the numbers of immigrants that arrived in a given period. The data raises the question of how soon after migration the decision to pursue self-employment is taken. There does appear to have been a reduction in the number of self-employed immigrants between the early and later part of the 1990's (though it may be necessary to see the results of the next census to determine whether over time more people that arrived between the years 1997-2001 opt for self-employment). While Montreal's self-employed immigrants are mostly European origin, since the late 1970's there have been more Asian than European-born self-employed in each time period. The number of self-employed that arrived in the early 1990's was more than twice the number in the late 1990's. The reductions were deeper amongst those born in Asia, the Middle East (Lebanon), the Caribbean and Bermudan and Polish born.

Table 11
Immigrant Self-Employed in Montreal by Time of Arrival, 2001

Montreal Self-employed	Total Immigrant Self-Employed	Immigrant, pre 1967	1967-1977	1978-1987	1988-1990	1991-1996	1997-2001
Born Outside Canada	43925	9365	11380	8405	3590	7070	3040
Europe	18 790	7615	5120	2085	820	1915	880
Asia	13 680	595	2565	4105	1890	3160	1060
Africa	5445	690	1765	975	380	860	665
Middle East	5200	255	1025	1220	1000	1300	305
Italy	4940	3165	1355	230	45	50	45
North Africa	4285	660	1430	740	270	620	485
France	3525	750	875	580	265	320	325
Lebanon	3165	105	485	765	720	875	185
Caribbean and Bermuda	2265	120	955	535	145	340	105
Greece	2230	835	1075	190	30	60	25
South America	1675	80	425	370	170	405	170
Viet Nam	1640	0	460	940	105	115	10
Haiti	1495	40	645	405	105	225	55
United States	1360	255	445	185	70	125	110
People's Republic of China	1115	135	95	205	90	360	210
Poland	990	335	115	205	140	195	0
Iran	970	10	85	325	170	250	115
United Kingdom	955	385	290	110	25	65	40
India	945	80	370	180	50	150	70
Portugal	860	165	430	145	65	40	10
Romania	830	90	110	140	135	260	100
Russian Federation	685	100	35	40	30	270	185
Central America	660	0	65	150	120	260	55
Philippines	320	10	45	70	20	115	50

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

As observed below in most ethnic groups the immigrants are more likely than non-immigrants to be self-employed. This is especially apparent in the Italian, Greek, Chinese groups and to a lesser extent amongst those reporting Portuguese and South

Asian origins. Although the gap existed amongst Jamaican, African and Filipino origin groups the rates of self-employment were relatively lower amongst immigrant and non-immigrant alike.

Table 12
Employed and Self-Employed Status by ethnic group and immigrant status, Montreal, 2001

Total - EO single/multiple responses Montréal, CMA	Population 15+ in labour force	Total - Class of worker	Employed	Self-employed
Total - Ethnic origin	Total - Immigrant status	1814170	1584365	177870
	Non-immigrant	1451375	1286530	134255 (9.2)
	Immigrant	348205	285700	42900 (12.3)
British origins	Total - Immigrant status	170410	149355	16900 (9.9)
	Non-immigrant	155675	136850	15175 (9.8)
	Immigrant	13855	11710	1690 (12.2)
Greek	Total - Immigrant status	28975	24005	4150 (14.3)
	Non-immigrant	16775	14740	1655 (9.9)
	Immigrant	12015	9100	2480 (20.6)
Italian origins	Total - Immigrant status	114860	99980	12765 (11.2)
	Non-immigrant	80265	71690	7090 (8.8)
	Immigrant	33900	27655	5640 (16.6)

(cont)

Portuguese	Total - Immigrant status	21830	20050	1275 (6.0)
	Non-immigrant	8020	7530	280 (3.5)
	Immigrant	13485	12250	975 (7.5)
Jewish origins	Total - Immigrant status	38365	29190	8260 (21.7)
	Non-immigrant	24015	18610	4965 (20.6)
	Immigrant	14115	10405	3250 (23.2)
South Asian origins	Total - Immigrant status	27815	23280	2050
	Non-immigrant	3225	2965	115 (3.6)
	Immigrant	22740	18980	1855 (8.4)
Chinese	Total - Immigrant status	25250	21250	2730
	Non-immigrant	3645	3345	195 (5.4)
	Immigrant	21135	17500	2510 (12.0)
Filipino	Total - Immigrant status	10865	10320	335
	Non-immigrant	955	935	-
	Immigrant	9330	8805	325 (3.5)
African (black) origins	Total - Immigrant status	19280	16340	1040
	Non-immigrant	2770	2450	100 (3.7)
	Immigrant	14375	12175	905 (6.6)
Jamaican	Total - Immigrant status	5135	4580	300
	Non-immigrant	1495	1370	70 (4.7)
	Immigrant	3570	3150	230 (6.4)
Central and South American origins	Total - Immigrant status	27260	23770	1785
	Non-immigrant	2815	2570	140 (5.0)
	Immigrant	23325	20225	1610 (7.0)

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

In the table below it is observed that when controlling for education and gender the income gap between non-immigrant self employed and employed is wider than it is between immigrant self-employed and employed. However when broken down by group the pattern is not consistent. Non-immigrants of Italian origin that are self-employed fare much better than others in the group. In the Caribbean and Bermudan group the non-immigrant employed and self-employed fare about equally on the basis of average income. In the Chinese community the university educated non-immigrant that is employed does better than the one that is self-employed while the opposite is true amongst persons of Greek descent.

Table 13

Average Income for Immigrant and Non-Immigrant Employed and Self-Employed Men with University Degrees in Business Services Sector in Montreal, 2001

Montréal, CMA Business services University degree Average male total income \$	Non- immigrant Employed	Non-immigrant Self-employed	Immigrant Employed	Immigrant Self- employed
Total - Ethnic origin	75843	83730	57236	58449
British origins	93258	81544	103042	56642
Ukrainian	88083	42497	41999	43215
French	77520	78105	61104	49391
Canadian origins	74206	81848	59570	72603
Italian origins	62636	91650	71285	64400
Caribbean and Bermuda origins	45416	45218	39989	34372
Chinese	45166	35209	44656	36917
Greek	42554	51498	65896	42014

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

As to the areas of self-employment selected by immigrant Montrealers across the last forty years it is business services that were dominant followed by retail sales. There was a big drop in self-employment amongst the immigrant cohort of the early nineties in contrast to that of the mid-nineties which persisted into the last years of the decade. Between the mid-nineties (1994-1996) and the latter part of that decade (1997-2001) there was a decline in numbers in retail sales in Montreal (keep in mind the latter period covers 4 years and the middle 2 years).

When examining the relationship between gender and immigrant status amongst self-employed Montrealers in business services it is observed that the non-immigrant fares better than the immigrant in the groups identified below. It is interesting to note that in the case of self-employed women the income gaps are not as substantial between the European and non-European ethnic origin groups as they are for men and this applies to both immigrant and non-immigrant alike. Also of additional interest is the fact that in some groups there are virtually no non-immigrant self-employed women in business services suggesting that there are intergenerational differences when it comes to

pursuing self-employment. This is an area that merits further inquiry as to whether the transmission of values plays a role in choosing self-employment.

Table 14
Self-Employment and Income by Immigrant Status for Women in Selected Ethnic Groups in Montreal, 2001

Montreal, Average female total income \$ Business services	Non-immigrant Self-employed	Immigrant Self-employed
Total - Ethnic origin	38871	31877
Lebanese	76355	44467
Arab origins	48690	34121
Canadian origins	36260	32190
Italian origins	35440	29741
Caribbean and Bermuda origins	33973	25868
Haitian	29390	23340
Greek	28731	23724
South Asian origins	28196	31978
Central and South American origins	21075	17555
Chinese	-	26503
South East Asian origins	-	30848
Filipino	-	24649
Vietnamese	-	37377
African (black) origins	-	23468

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

Business services were the principal sector chosen by self-employed immigrants that arrived before 1987. Self-employed immigrants that arrived in the late 1980's more frequently opted for retail sales. However more recent arrivals that became self-employed chose business services over retail sales.

Table 15

Numbers of Self-Employed in Montreal by Industry amongst Immigrants by Time of Arrival in Canada, 2001

Montreal	Total - Period of immigratio n	Immigra nt, pre 1967	1967- 1977	1978- 1987	1988- 1990	1991 - 1993	1994 - 1996	1997 - 2001
Total – Industry	43925	9365	11380	8405	3590	4270	2800	3040
Business services	10895	2750	2850	1945	700	860	590	890
Retail sales	7520	1380	1745	1755	775	810	430	505
Health and social services	3865	565	1325	800	260	300	250	225
Manufactur- ing industries	3540	785	920	600	260	355	250	270
Restaurants and bars	3310	635	960	695	255	310	240	200
Truck and taxi	3145	310	675	570	515	520	270	225
Construction industries	2510	885	730	310	130	180	140	75
General and trades contracting	2410	870	705	280	125	180	135	55
Wholesale	2360	555	550	460	115	250	160	215
Personal services	2015	425	475	290	260	200	170	145
Needle trades	1880	400	495	480	135	175	85	95
Entertainme nt	1255	310	250	200	75	165	125	85

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

As to educational background without determining its degree of importance with regard to self-employment in Montreal, just over 60% of the self-employed report having completed post-secondary qualifications. In the case of the employed population some 57% report such levels of educational attainment.

As to the fields of study of self-employed Montrealers the highest percentage are in the fine and applied arts followed by health and related professions, engineering, social sciences and humanities. Contrary to what might be assumed less than one in ten graduates of business and commerce are self-employed.

Table 16
 Numbers of Self-Employed and Employed in Montreal by Field of Study, 2001

Montréal	Total - In the labour force	Employed labour force	Self-employed	Unemployed labour force
Total - Major field of study (historical)	1814170	1678715	174555	135450
Without completed post-secondary qualification	789720	715240	67525 (8.5)	74480
With completed post-secondary qualification	1024450	963480	107030 (10.4)	60975
Fine and applied arts	67095	62055	12495 (18.5)	5045
Health professions and related technologies	88790	85490	12505 (14.2)	3300
Engineering and applied sciences	56165	52425	6720 (12.0)	3740
Social sciences and related fields	111035	104400	12925 (11.7)	6630
Humanities and related fields	89220	82765	9745 (10.9)	6450
Commerce, management and business administration	251225	237670	23420 (9.3)	13550
Applied science technologies and trades	180550	168605	16650 (9.2)	11940
Agricultural, biological, nutritional, and food sciences	40830	37815	3510 (8.8)	3020
Mathematics, computer and physical sciences	49160	45295	3940 (8.0)	3865

Educational, recreational and counselling services	86300	83205	4780(5.6)	3100
Office administration, secretarial and clerical	58285	54820	2665 (4.6)	3465
Nursing and nursing assistance	39830	38265	1110 (2.8)	1565

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

According to data from the 2001 census a self-employed Canadian-born Montrealer with a university degree in business services was earning approximately 75 000 dollars. If they were an African descendant with the same qualifications they were earning just under 50 000 dollars and if they were of Caribbean or Bermudan origin the average income was just over 36 000 dollars.

In the Table below the focus is on males 35-44 years of age with a university degree in the Humanities, Social sciences and related fields by visible minority status. The choice of this discipline is a function of comments made in the focus groups to the effect that degrees in this area may result in a greater level of difficulty in securing employment. When controlling for these variables it is observed that unemployment rates are substantially greater amongst Black, South Asian and Arab/West Asians than the other groups selected. In the case of the sample of the Black and South Asian populations there is a significantly lower rate of self-employed than in the others. It is also worth noting that the ratio of self-employed to unemployed which stood at 3 to 1 in the 2001 census by no means applies to the South Asian and Black populations where there are more unemployed than self-employed and in fact in the latter group unemployed outnumber self employed by more than a two-to-one margin.

Table 17

Number and percentage of Employed and Self-Employed Males in Montreal by Visible Minority Status that graduated in the Humanities and Social Sciences, 2001

Humanities and related fields/ Social sciences and related fields	Total - In the labour force Male 35-44 years	Employed labour force	Self-employed	Unemployed labour force
Montreal Population 15+ in labour force	24 245	22 920	3 985 (16.4%)	1 325 (5.5%)
Total Visible minority population	2 470	2130	340 (13.7%)	345 (12.9%)
Black	735	605	55 (7.5%)	135 (18.3%)
South Asian	325	275	35 (10.7%)	50 (15.3%)
Chinese	275	250	75 (27.2%)	25 (9.0%)
Arab/West Asian	605	505	90 (14.8%)	100 (16.5%)
Latin American	305	280	65 (21.3%)	25 (8.2%)
All others (not visible minority)	21 775	20 795	3 645(16.8%)	985 (4.5%)

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

One of the most common industries in which people are self-employed is business services. When considering the various industries in which non-immigrant and immigrant self-employed are concentrated one observes below that immigrants are more present in the needle trade, restaurants and bars, trucks and taxis and retail sales.

Table 18
Self-Employed Montrealers by Immigrant Status and Industry, 2001

Montreal, population 15+ in labour force Self-employed	Total - Immigrant status	Non-immigrant	Immigrant
Total - Industry	177 870	134 255 (75.8)	42 900 (24.2)
Needle trades	3 205	1 330 (41.8)	1 865 (58.2)
Restaurants and bars	7 010	3 710 (53.3)	3 275 (46.7)
Truck and taxi	7 565	4 445 (59.2)	3 085 (40.8)
Retail sales	23 270	15 770 (67.8)	7 400 (32.2)
Lodging	410	295 (72.0)	115 (28.0)
Wholesale	8 485	6 145 (72.9)	2 305 (27.1)
Manufacturing industries	13 420	9 915 (74.4)	3 440 (25.6)
Personal services	8 720	6 695 (77.4)	1 975 (22.6)
Business services	53 830	43 060 (80.0)	10 585 (20.0)
Health and social services	19 090	15 300 (80.5)	3 725 (19.5)
Education	3 085	2 495 (81.4)	575 (18.6)
Entertainment	7 570	6 325 (83.9)	1 225 (16.1)
Construction industries	15 965	13 455 (84.6)	2 455 (15.4)
General and trades contracting	15300	12 895 (84.9)	2 360 (15.1)
Primary industries	2410	2 210 (92.5)	180 (7.5)

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

6. Views of Anglophone Quebecers on Self-Employment and Employment Concerns: CHSSN-CROP Results

Very often the barriers identified to self-employment and employment are similar. In this regard useful insight is offered in the 2005 CHSSN-CROP survey of some 3000 Quebec Anglophones. While it does not deal directly with Anglophones from cultural communities and visible minorities it nonetheless permits us to situate the preoccupations cited in this study within the concerns identified by the broader Anglophone community. It reveals that the majority of Anglophones surveyed regard language training services as extremely important with employment services ranking next and business services thereafter.

Table 19
Importance of Access to Selected Services amongst Anglophone Quebecers, 2005

	Employment services	Language Training Services	Services for Businesses
extremely important	43.3	57.5	31.8
Important	45.2	39.7	48.2
not very important	6.6	1.6	12.8
not at all important	2.4	0.7	4.4
DNK/Refusal	2.5	1.5	3.6
Total	2550	2550	2550

The 2005 CROP-CHSSN reveals that employment services are regarded as particularly important amongst the unemployed.

Table 20
Degree of Importance attributed to Employment Services by work status, 2005

Employment services	working full-time	working part-time	unemployed	staying at home	student	Total
extremely important	542	131	69	97	40	1101
important	573	119	48	100	45	1154
not very important	99	16	5	14	6	169
not at all important	22	10	1	5	3	60
DNK/Refusal	20	5	1	5	1	66
Total	1256	281	124	221	95	2550

By contrast with employment services, language training services are regarded as particularly important amongst those working full-time, those staying at home and students.

Table 21
Degree of Importance attributed to Language Training Services by work status, 2005

Language Training Services	working full-time	working part-time	unemployed	staying at home	student	Total
extremely important	733	162	79	137	51	1468
important	482	113	44	76	42	992
not very important	26	3	1	3	0	40
not at all important	5	0	0	2	2	17
DNK/Refusal	10	3	0	3	0	33
Total	1256	281	124	221	95	2550

The CROP-CHSSN survey also inquires into the awareness of local resources aimed at supporting job search and skills development. As illustrated below a significant number of Anglophones are unaware of the local resources available to help people find jobs and develop their skills. Amongst those surveyed, local employment offices were better known than federal or provincial government bodies. Unemployed individuals were most likely to be aware of such services and yet nearly half still reported not knowing of their existence.

Table 22

Do you know about local resources which help people find jobs and develop their skills?
(IF YES) Could you identify some of them?"

	working full-time	working part-time	unemployed	staying at home	student	Total
Canada Employment Off.	107	16	5	11	6	145
Provincial Government	81	21	9	15	11	139
Educational institute	72	14	7	12	6	112
Local employment office	149	27	16	19	11	222
Carrefour Jeunesse	41	13	5	6	8	73
Internet	31	7	4	5	2	49
Newspaper	10	2	1	3	1	17
Jobs Bank / Computer	10	4	0	2	2	18
Other	92	23	10	12	7	144
resources (specify)	112	30	17	8	6	173
No/DNK/Refusal	791	178	63	166	64	1264
Total	1496	335	137	259	124	2356

The CHSSN-CROP survey for the year 2005 also provides valuable information into the perception of immigrant Anglophones. The immigrant Anglophone group's knowledge of local services and resources is low compared to non-immigrant Anglophones.

Table 23

Self-Employed and Knowledge of Local Resources by Immigrant Status, 2005

	Born In Canada	Born Outside of Canada
Canada Employment Off.	17	1
Provincial Government	18	3
Educational institute	18	3
Local employment office	21	5
Various Employment Agencies-Other	34	5
resources (specify)	21	5
No/DNK/Refusal	131	47
Total	260	69

7. Self-Employment Versus Employment-Barriers to Both: Findings from the Jedweb-YES Survey

A. Jedweb-YES Survey and Focus Group Questions:

To offer further insight into the nature and extent of the barriers to self-employment and employment amongst English-speaking members of cultural communities and visible minorities a survey was administered to 175 individuals from the following four sectors: (1) those seeking employment; (2) leaders of ethnocultural and visible minority communities; (3) Persons working in Employment Services and (4) Business Leadership. In June and July 2006, three focus group sessions were held with individuals from the previously mentioned groups. Discussion and exchange were based upon the questions in the survey, thus providing comparable feedback between the focused discussion and the content of the questionnaires. The sessions were organized and moderated by Brenda Rowe who also did follow up interviews with several individuals to provide more commentary on the questionnaire

Questions focused on the following themes:

- The difficulty of finding employment in the current economy in general and in one's field or area of specialization?
- Familiarity with programs aimed at helping people find employment
- Perceived Effectiveness of programs aimed at helping people find employment
- Extent to which respondents have considered self-employment and the degree to which they would encourage others to consider self-employment
- The most important reasons to consider self-employment
- The perception of the main obstacles in setting up a small business
- The most important barriers to achieving equal access to employment and self-employment opportunities (i.e. language, visible minority status, education)
- Where applicable the degree of satisfaction with the extent and quality of French language instruction received in Quebec

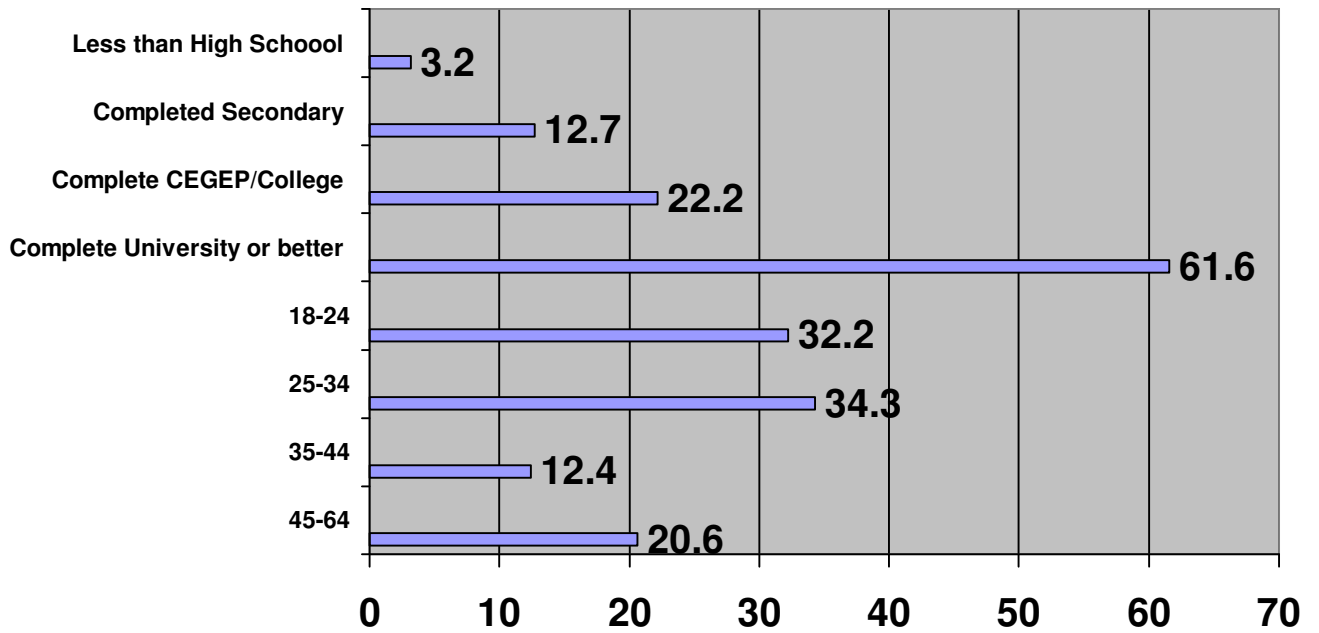
B. Jedweb-YES Survey Methodology

The Survey was developed through an examination of several existing surveys on barriers to self-employment and employment as well as through discussions with YES staff. Pre-tests of the survey questions were conducted to determine whether the questions were clear and whether the responses yielded strong findings. See Questionnaire in appendix.

C. Jedweb-YES Survey Demographics:

As observed in the Table below the demographics of the Jedweb-YES approximate the make-up of Youth Employment Services clientele as described previously. More than 80% of participants were college graduates or better-many of whom received their degrees outside of Canada. Approximately two-thirds were between the ages of 18 and 34.

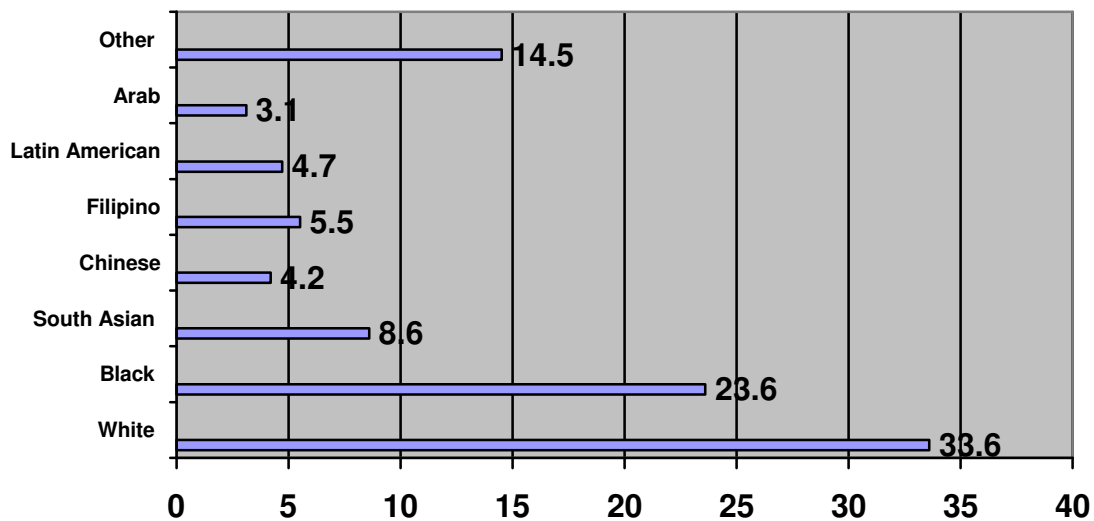
Table 24
Educational Status of Jedweb-YES survey respondents



Source: Jedweb-YES Survey, 2006

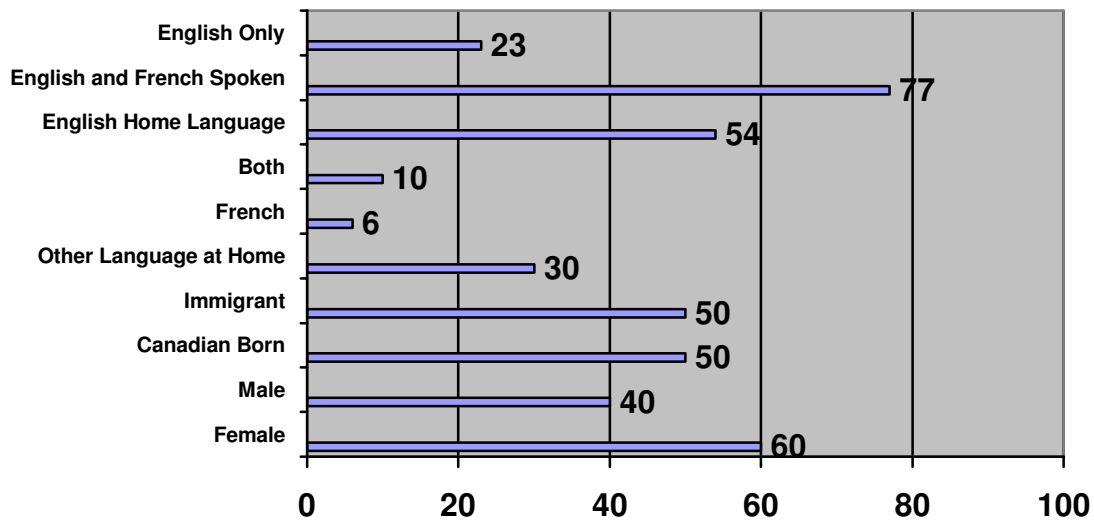
One-third of the sample described themselves as white while nearly one-quarter were Black, and one-quarter described themselves as belonging to various visible minority groups.

Table 25
Member of a Visible Minority and/or Ethnic Community by Percentage of Jedweb-YES respondents



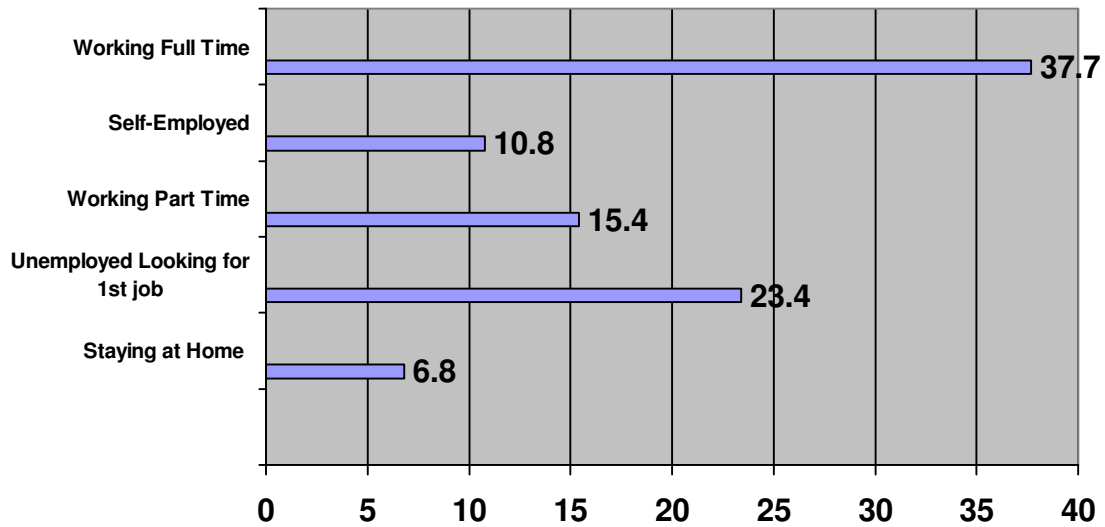
Three-quarters of survey respondents were bilingual and 54% reported speaking English only at home and 30% neither English nor French. The survey was divided evenly between immigrants and non-immigrants and sixty percent of respondents were female.

Table 26
Languages Spoken, Home Language, Immigrant Status and Gender of Jedweb-YES respondents



More than one-third of survey respondents were working full-time and nearly one-quarter were unemployed.

Table 27
Employment Situation of Jedweb-YES Survey Respondents



Source: Jedweb-YES Survey, 2006

In order to better understand the barriers faced amongst those pursuing self-employment it is essential to examine attitudes towards employment as the choice of the former is sometimes conditioned by the perception that particular careers or jobs are not within reach.

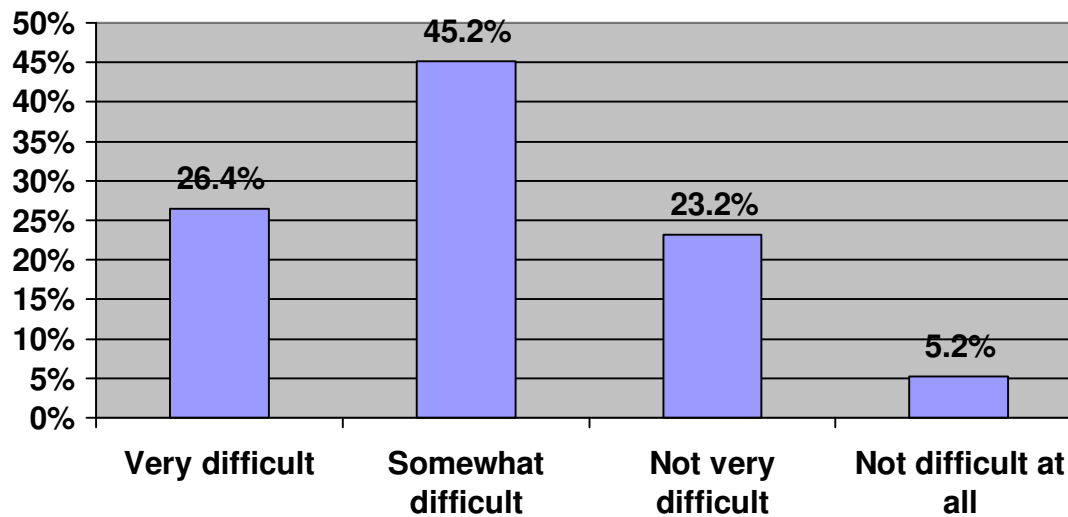
D. Jedweb-YES Survey Results

i. Finding Employment

When it comes to finding employment some 7 in 10 persons surveyed for this study reported that it was difficult to secure a job under current economic conditions. As observed below, more than one in four found it very difficult to find employment.

Table 28

How difficult do you think it is to find employment under current economic conditions?



Those consulted in the focus groups did however qualify their observations around the extent to which it is difficult to find employment in the current economy. As one FG participant noted "...retail, restaurant and many minimum usage jobs were available but to find higher pay and more responsibilities (i.e. a more professional position) is somewhat difficult" In effect several FG participants maintained that the degree of difficulty in finding employment varied according to the level of job sought and the background of the individual seeking work.

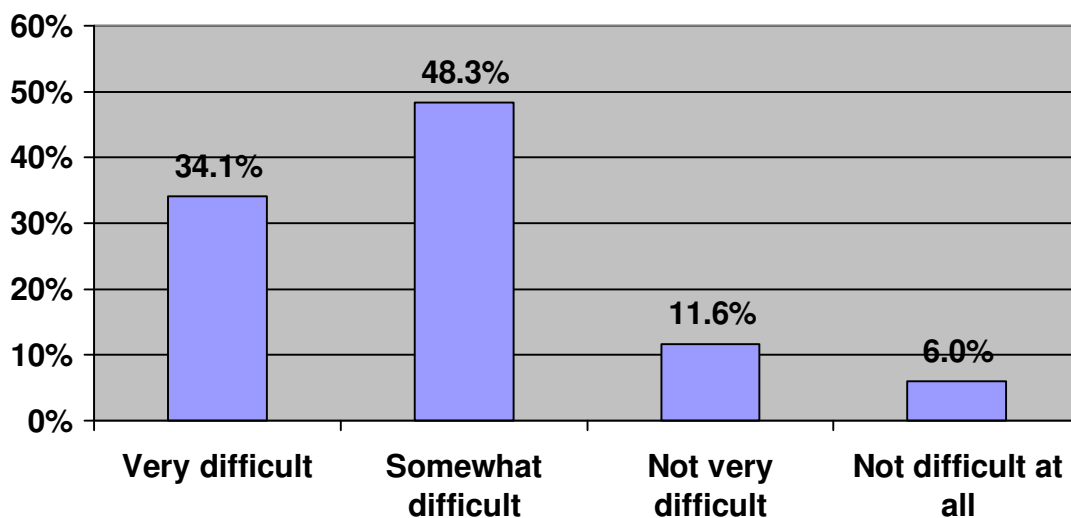
Another participant observed that while people aged 18-35 represent one group within the general population, that group also represents various populations with different issues and obstacles. It was agreed that some of these subgroups have more difficulty finding employment than others, notably youth at risk and, to a lesser degree, visible minorities and immigrants (see section on barriers to employment). Youth at risk were regarded as particularly challenged in terms of job search. In addition to low scholary, lack of French language skills and lack of work experience, these youths also lack social and behavioural skills. One group member commented that for these young people, "even flipping burgers is not an option." Another participant observed that they require pre-employment programs.

Other FG participants made similar remarks. One noted that: "it is not difficult for minimum wage jobs but it is very difficult for career jobs." Jobs may be out there but more in service industry, vocational type and low skill areas It depends what specialization you are in. Yet another FG participant observed that the current job market is saturated with young people with university degrees and by consequence it was very difficult for young people seeking jobs in the professions and white-collar occupations. Several FG participants maintained that provincial government jobs go to "francophone Quebecers."

Most focus group participants felt that the level of difficulty in finding employment for English-speakers from cultural communities and visible minorities was especially acute in Montreal. The situation contributed to too many Anglophones still leaving the province especially those with lesser ability to communicate in the French language. Some complained that the school system was not adequately in sync with business reality.

Table 29

How difficult do you think it is for those currently unemployed to find a job in their field area of specialization?



N = 155

Source: Jedweb-YES Survey, 2006

The general consensus of the group was that it is difficult for those currently unemployed to find a job in their field or area of specialization. Similar to the challenge of employment, the degree of difficulty was believed to vary according to the particular field and some communities were more affected than others. One FG participant estimated that approximately one in four young Italians in his youth group were employed in “tide-over” jobs, while another participant thought the number of young Latin-Americans working outside their field or area of specialization was probably more than half. In the case of the Anglophone black population such situations were described as even more common by community members consulted in this study.

Very often it was observed that educated individuals can't find work in their area of expertise. Amongst the challenges frequently identified by FG participants were certification problems for older youth, under-qualified for younger and more recent

immigrants. There was widespread agreement that Government needed to do a better job in credentials recognition as well as in the acceptance of non-Canadian work experience.

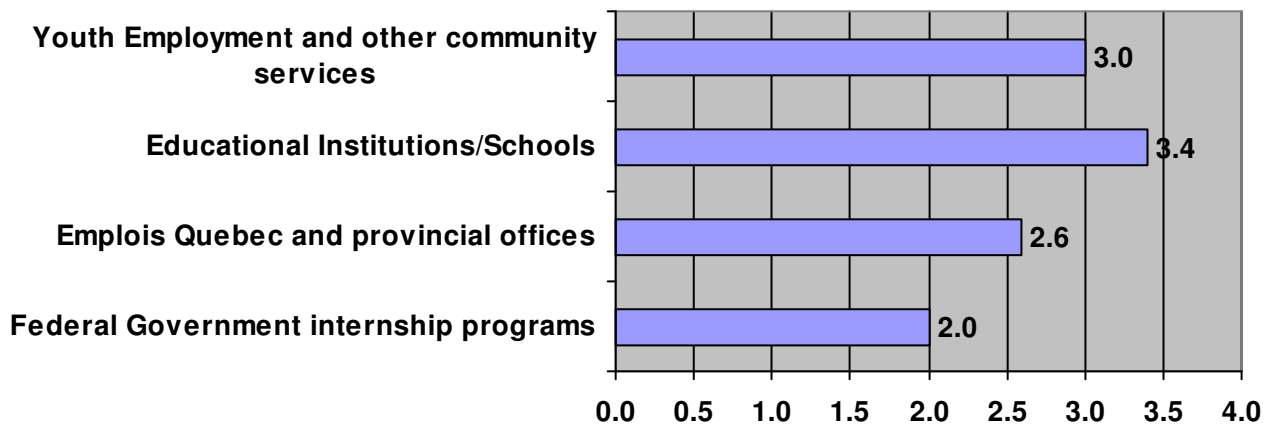
Some FG participants argued that the Quebec educational system is not “in step” with the needs of the marketplace. In effect students were not being provided with proper experience to prepare them adequately and CEGEP’s needed to provide better counseling in this regard.

ii. Familiarity and Effectiveness of Employment Programs

As illustrated previously a majority of Quebec Anglophones are unaware of the existence of local resources which help people find jobs and develop their skills. Just over 45% of Anglophones reporting that they were unemployed also indicated lacking such awareness. The problem appears more pronounced amongst English-speaking immigrants and allophones-persons whose mother tongue is neither English nor French but speak English at home. In each case some 60% of these constituencies surveyed by CROP-CHSSN 2005 reported not knowing about local resources to help them search for employment.

As to awareness of specific employment bodies and initiatives our survey reveals that educational institutes and schools are most familiar to respondents. One FG participant felt that the Anglophone community is not sufficiently aware of and/or not utilizing the many services and resources already established and serve a predominantly Francophone clientele. The participant felt help is needed to bridge the institutional divide and promote the services targeted to francophones to the young Anglophone population. All of the group’s participants felt more needed to be done to “market,” or promote awareness of, services and resources.

Table 30
On a scale from 1-5 where 5 means most familiar, with which of the following are you familiar?



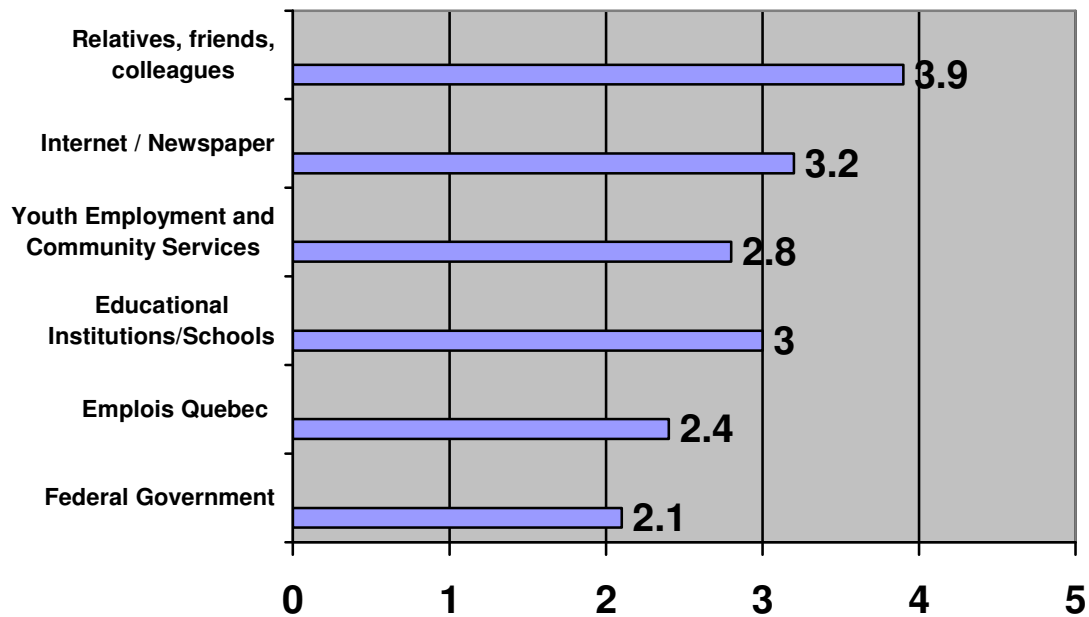
N = 175
Source: Jedweb-YES Survey, 2006

iii. Most Effective in Finding Employment

Survey respondents overwhelmingly rated relatives, friends and colleagues as the most effective means in helping secure employment. Internet and newspapers were considered the next most effective followed by the educational institutions/schools and then Youth Employment Services and other community organizations.

Table 31

Which of the following do you think is most effective in helping find employment? (Scale 1-5 where 5 means most effective)



N = 168

Source: Jedweb-YES Survey, 2006

Comments made in surveys and focus groups very often reflected the tendency to believe in the effectiveness of relatives, friends and colleagues. One FG respondent quipped, "It's not what you know it's who you know." Yet another declared that word of mouth was always the way to go (and indeed that was the only means they had ever employed). Others made similar observations as one survey respondent said that almost every job they obtained was due to a personal contact or a friend telling him about an employment opportunity. Members of several communities reported that mutual self-help through job referrals was seen as an important role for communities. Some referred to the "huge, hidden job market" that exists on the basis of word of mouth of friends or relatives "putting in a good word for you". Hence, networking was deemed essential by most individuals consulted for the purpose of this study.

Despite the strong belief in the value of friends and relatives in securing employment opportunities some FG participants cautioned that this strategy has potentially important limitations. In effect it depends on the nature and extent of the contacts that a given network possesses. In the case of certain communities the limits of the network will be reflected in the employment prospects made available to individuals. As FG participants noted, while it may be easier to get someone to speak on your behalf not all individuals have people in a position to do that. The limits of a community network may also diminish the quality of the job secured and future opportunities for mobility.

One FG participant noted that for University graduates it's hard to build a network if you're not involved in your field. Other participants agreed, and felt encouraging and facilitating networks to be one of the biggest and most important challenges facing community-based employment services. Facilitating networking for youth at risk was seen as particularly challenging. According to one group member, it is possible to create networks that will recommend these youths, but this has to be done at the staff, rather than at the client level. Some representatives of the Black community contended that as they were not well connected to the business world there existed a limit to networking prospects. Yet another member of the community observed that: "...we don't have enough people in the right places to network with and our network system." Some urged government to foster greater cooperation between employment service bodies and local community groups to better bridge cultures and employment networks.

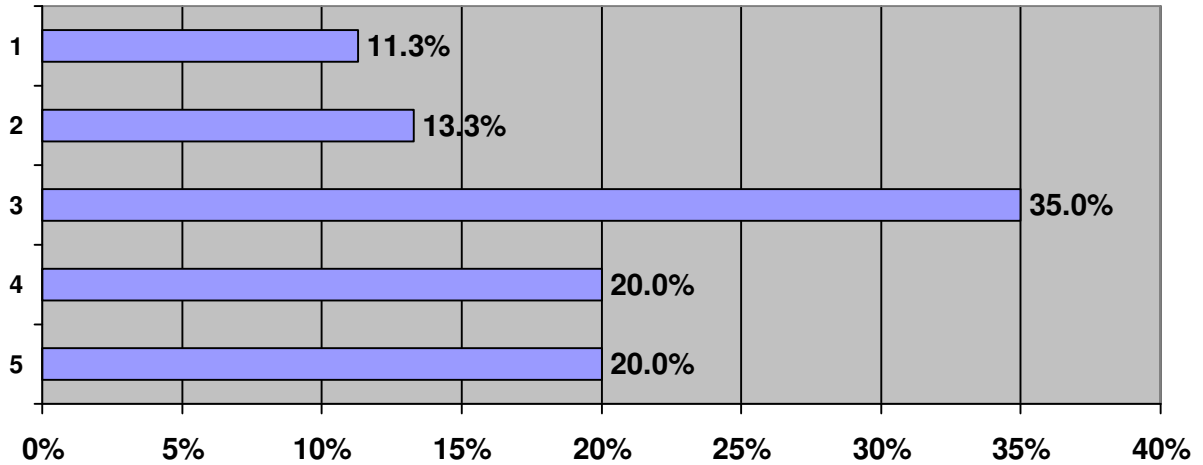
Internet seems to be a rich source of information but it was also noted that the isolated job searcher was more likely to suffer from lack of motivation and encouragement. Another participant pointed out that there are no figures on the efficacy of the internet as a means of finding employment, and felt that the internet makes job search appear easier than it is – as if all you have to do, one added, is “click a mouse.” Young people need to be willing to spend time in job search. Moreover assistance remained essential in terms of both job search and self-employment, in learning self-promotion. Often young people needed help in marketing skills and abilities successfully.

iv. Self-Employment: An Alternative to Employment?

As noted previously, data presented in this report from the 2001 census of Statistics Canada revealed that some ten percent of Montrealers were self-employed. Of the clients approaching YES for services in the year 2005 nearly one-quarter sought assistance for self-employment. Our survey indicated that some 60% have considered self-employment at some point thus suggesting an important gap between those contemplating this option and persons who become self-employed. Still many surveyed strongly recommended self-employment as an alternative to employment. Some 40% of respondents to the Jedweb-YES survey rated it at 4 and 5 on a five point scale when asked whether they would encourage people to become self-employed.

Table 32

On a scale from 1-5 where 5 means strongly recommend would you encourage people to become self-employed (or yourself consider that option)

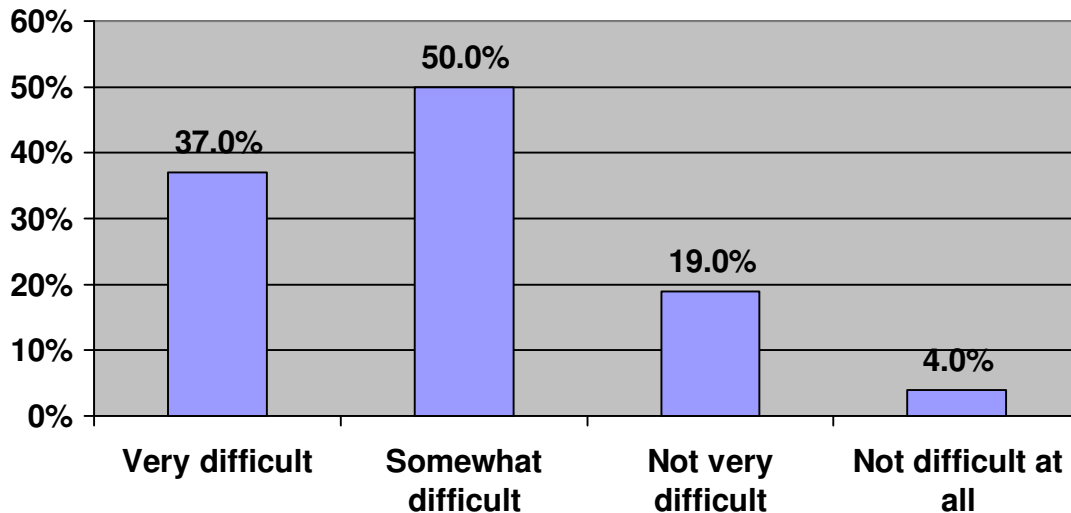


Those persons surveyed by Jedweb-YES that have either considered self-employment or strongly encourage it (n=80), are both more inclined than the overall sample to believe that it is in general very difficult to find employment (37% versus 26%) and also to agree more so that this is the case for many people in their area of specialization.

A number of FG participants believe that people opt for self-employment because of the lack of job opportunities, and to avoid uncertainties related to employment. Therefore, it was remarked, that they have little alternative but to set up a consulting business or some other related initiative.

Table 33

How difficult do you think it is to find employment under current economic conditions?
(sample of persons that previously considered self-employment or strongly encourage it)



Several FG participants agreed that lack of attractive employment opportunities is the number one reason to consider self-employment. It was added that the attraction was a function of the lack of job opportunities elsewhere and discrimination on the part of employers. One FG participant felt that, for immigrants, opening a small business such as a 'depanneur' is an attractive option because it shelters them to a significant degree from the challenges of the broader linguistic and cultural context. Indeed as Brenner et al. demonstrate the strength of ethnic ties is very frequently an important element amongst the self-employed.

However the principal reason for choosing self-employment by Jedweb-YES respondents is personal independence and not lack of attractive employment opportunities. Only a few FG participants described the principal motivation for self-employment as providing stronger financial incentives than employment. As revealed below, nearly 40% of Jedweb-Yes survey respondents cited personal independence as the principal reason for considering self-employment. This is also the case for those surveyed that have either considered self-employment or strongly encourage it. The lack of attractive employment opportunities was the second most popular consideration cited by respondents. This choice was also shared to a near equal degree by those who have either considered or strongly encourage self-employment.

Table 34

List from 1-5 the principal reasons for people to consider self-employment

	All	Self-Employment-Considered and Strongly Encouraged
Personal independence	48 (39.0)	43%
No need to adapt to an environment / the possibility to create own environment	17 (13.8)	13%
Better income prospects	17 (13.8)	7
Lack of attractive employment opportunities either in your profession or generally	24 (19.5)	22%
To avoid uncertainties related to employment	17 (13.8)	12%
Total	123	80

One FG participant strongly recommends self-employment for youth at risk, explaining that some exhibit strong-albeit at times misdirected-entrepreneurial spirit.

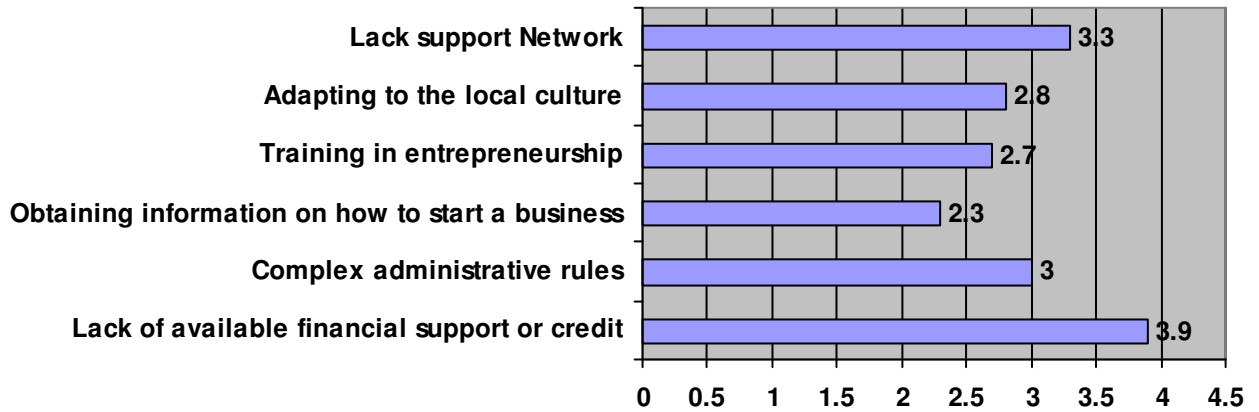
Some FG participants contended that self-employment was by no means a panacea. As one participant noted: "...although you may be more independent and able to create your own environment, owning your own company\business requires extra burdens inviting much more responsibility and stress and thus may not be worth the extra income."

v. Principal Obstacles to Setting up a Small Business

Most respondents asked about the principal obstacles to setting up a small business rated the lack of available financial support or credit as the principal barrier. Put bluntly one FG participant declared that: "Money is always a big obstacle in setting up a small business", adding that once that hurdle is overcome it remains imperative to overcome the complex administrative rules. Following this it was the lack of a support network and complex administrative rules that were cited as the major problems.

Table 35

On a scale from 1-5 where 1 means no problem and 5 means major problem, how big an obstacle do you think the following are in setting up a small business?



N = 175

Source: Jedweb-YES Survey, 2006

vi. Leger Marketing Survey

On this matter, deemed vital to the conclusions of this study, the firm Leger Marketing was asked to pose the same question to some 1 000 Quebecers. As observed below the minority Jedweb-YES sample similarly identifies lack of available financial support as the principal obstacle in setting up a small business. Thereafter however Quebecers tend to identify complex administrative rules as the next most important obstacle whereas the Jedweb-YES respondents ranked it as the third most important consideration. Jedweb-YES respondents were far more likely to refer to the lack of a support network as a principal obstacle in setting up a small business something that Leger Marketing respondents ranked as least important.

Table 36

Using a scale of 1 to 5 where 5 means "VERY IMPORTANT" and 1 means "NOT IMPORTANT AT ALL," how much do you think the following are important BARRIERS today in setting up a small business? (the percentage that rate 4 and 5 on the 1 to 5 scale)

	Total	Francophone	Non-Francophone
Lack of available financial support or credit	66	68	63
Complex administrative rules	56	57	56
Adapting to the local culture	53	51	56
Difficulty in obtaining information on business	50	51	48
Difficulty in obtaining adequate training in entrepreneurship	48	48	49
Lack of Strong Support Network (Relatives and Friends)	44	45	42

Source: Leger Marketing, October, 2006

It is worth keeping in mind that the Jedweb-YES had a much more significant share of job seekers than the respondents in the Leger Marketing survey. The latter survey revealed that income differences had an important bearing on the barriers cited in setting up a small business. The absence of support networks were assigned far more importance by the lowest than it was for the highest income group which was somewhat more preoccupied by complex administrative rules.

Table 37

Using a scale of 1 to 5 where 5 means "VERY IMPORTANT" and 1 means "NOT IMPORTANT AT ALL," how much do you think the following are important BARRIERS today in setting up a small business? (percentage rating 4 and 5)

Income	Less than 20 000	20 000-40 000	40 000-60 000	60 000-80 000	80 000
Lack of available financial support or credit	70	71	65	72	69
Complex administrative rules	46	65	62	59	55
Difficulty in obtaining adequate training in entrepreneurship	51	63	50	46	40
Difficulty in obtaining information on business	57	52	53	41	42
Adapting to the local culture	58	54	55	56	49
Lack of Strong Support Network (Relatives and Friends)	51	47	46	40	37

Source: Leger Marketing, October, 2006

When it comes to setting up a small business a number of different obstacles were raised by FG participants. Several contended that frequently the obstacles to starting a small business are similar to some of the problems faced in securing employment. In this regard emphasis was again directed at the importance of networks. Not knowing where to obtain good advice and information on how to start a business was identified as a key obstacle, FG participants tended to stress the importance of financial support or credit.

It is worth noting that in terms of the types of organizations in which Montreal Anglophones participate, the Ethnic Diversity Survey reveals that some 12.5% of Montreal Anglophones are involved in ethnic or immigrant associations in contrast with Toronto at 8% and Vancouver at 5%. However involvement in business or job-related associations is lower amongst Montreal Anglophones at approximately 3.7% as compared with Toronto (5.2%) and Vancouver anglophones (5.9%).

One FG participant pointed out that, depending on the business, entrepreneurs can look to investors for financing rather than banks. But many people- particularly young people- aren't sufficiently aware of this. In effect in certain circumstances financing per se may be less of a barrier than how to seek it. Lack of information on how to start a business

was therefore seen as the important obstacle. Complex administrative rules, or “bureaucratic red tape,” were viewed by some as more of an annoyance than a substantial barrier among young people.

Other issues raised by FG participants centered on how best to market such services in general. One participant commented that the word “entrepreneurship” doesn’t resonate with youth. By renaming workshops to highlight the income potential of self-employment, one participant felt the prospect would be made more attractive.

The lack of role models within certain communities was also viewed as a significant obstacle to pursuing self-employment. One group member noted that in Asian and Indian communities, where there is a history of entrepreneurship and the presence of many local role models and thus young individuals gravitate towards self-employment. In the Black community, where only a small percentage of the community runs businesses, there are fewer available role models and business mentoring is not a part of daily life.

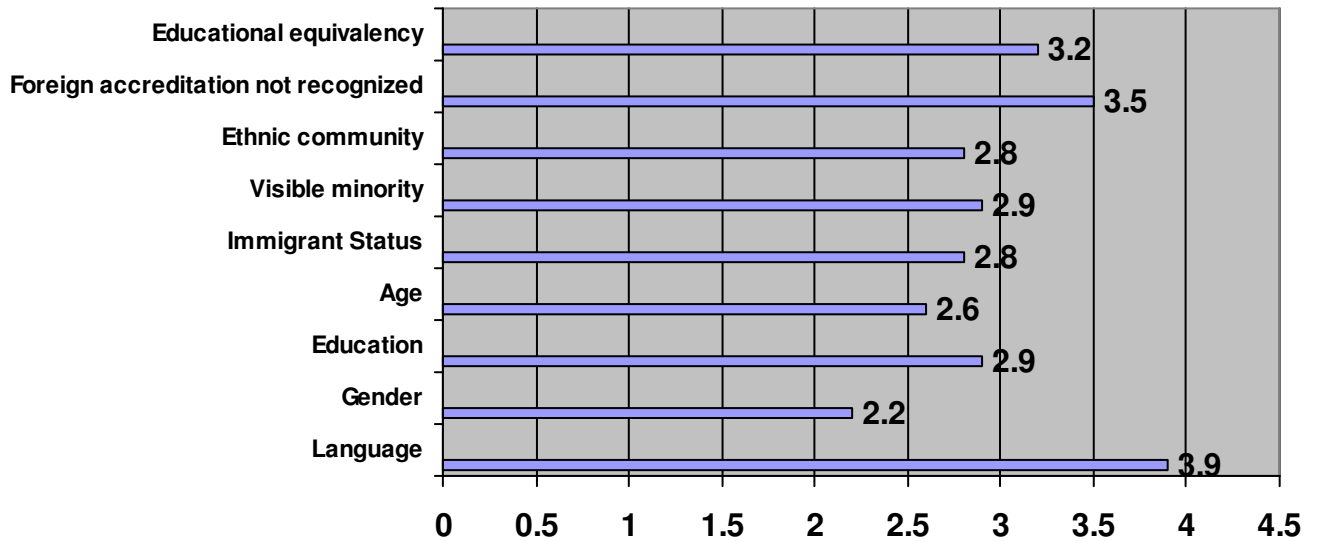
Members of the focus group also pointed out that within some communities a desire for stability and security also constitute barriers to setting up small businesses. It was noted that many immigrants are not willing to take on the large loans and/or the risks associated with starting a business. To some extent, this was also thought to be true of young people, many of whom want to get established financially and/or in a career before taking on unnecessary risks or debts, or are already in debt from attending university.

vii Principal Barriers to Equal Opportunity in Self-Employment and Employment

Strongly reflected in the results of the CROP-CHSSN survey the concern with language as a barrier to employment is frequently invoked in the Jedweb-YES survey as well as in the testimonies provided in the focus groups. Indeed, language was identified as the main obstacle amongst Jedweb-YES survey respondents when asked to list the principal barriers to equality in self-employment and employment. As observed in the Chart below foreign accreditation and educational equivalency were also viewed as important barriers to equality. Some FG participants observed that the question of Canadian experience plays a big part in preventing individuals from several communities from getting a job. One job seeker in the financial sector said that prior to landing his first formal job in Canada he received a lot of comments related to what it is defined as “Canadian experience”.

Table 38

Ranking on a scale from 1-5, which of the following do you think represents the most important barrier to achieving equal access to self-employment and employment opportunities as other Quebecers



N = 165

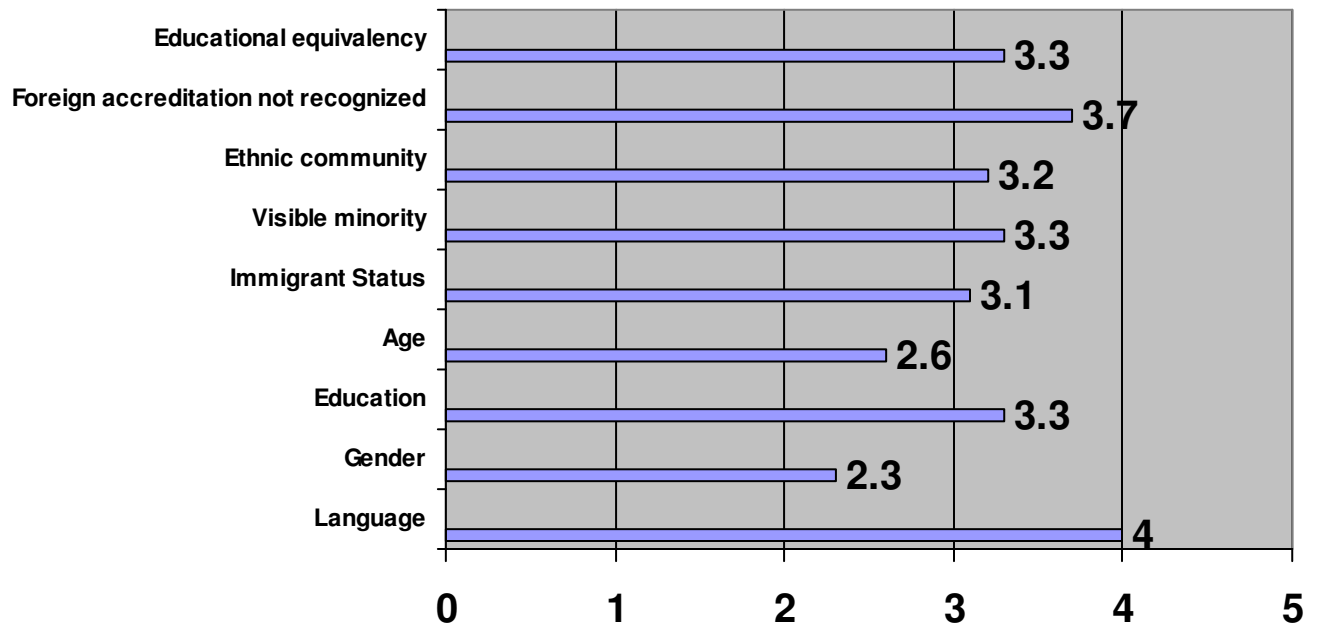
Source: Jedweb-YES Survey, 2006

Being a member of a visible minority group is widely viewed as barrier to equality of opportunity in employment and several survey respondents that ranked language as a significant obstacle simultaneously ranked visible minority as a significant problem. Several respondents from visible minorities were persuaded that racism was an important obstacle to employment as well as to self-employment. In the case of self-employment a number of survey respondents viewed finances as more of an obstacle than language, education, gender, or accreditation, but being a visible minority doesn't help when trying to open doors or get people to do business with you. A lack of trust is very often an issue and hence some find they are working against stereotypes.

Several respondents see language and visible minority status as representing interconnected barriers or layers of discrimination encountered by individuals seeking employment. For many respondents there is also a close connection between visible minority status, ethnic identification and being born outside of Canada. As observed below, the visible minority respondents of the Jedweb-YES survey ranked visible minority status (3.3) as a somewhat greater barrier than is the case in the overall survey (2.9). One group member noted that members of visible minorities with more education on average than other Montrealers have unemployment rates that are considerably greater than the overall population.

Table 39

Ranking on a scale from 1-5, which of the following do you think represents the most important barrier to achieving equal access to employment and self-employment opportunities as other Quebecers (Visible Minority respondents).



N = 58

Source: Jedweb-YES Survey, 2006

As noted previously, educational equivalency and failure to recognize foreign accreditation were seen as significant barriers in achieving equal access to employment and self-employment by several FG participants. Members of the focus group agreed that the failure to recognize foreign accreditation and/or non-accredited skills and experience gained in other countries, as well as a lack of high school education among poorer immigrants, were the most important barriers to achieving equal access to vocational jobs and jobs in the trades. One FG participant noted that Canada doesn't make allowance for the fact that in many other countries, tradesmen are apprenticed, not certified. According to yet another FG participant publicity in other countries is very misleading as prospective immigrants are told that Quebec is looking for young professionals, but when they arrive, they discover they have to go back to school.

viii Satisfaction with French Language Instruction

Focus group members all considered language skills (French and English) to be a significant barrier to achieving equal access to employment for those seeking professional and white-collar jobs, but less significant for those seeking jobs in the trades. One participant noted that there is also less emphasis on language skills in vocational programs. Yet another FG participant suggested that self-employment, provided a means of minimizing language deficiency.

Many agree that the inability to speak French makes it difficult to secure employment.

Several focus group members considered language skills to be a significant barrier to achieving equal access to employment for those seeking professional and white-collar jobs, but less significant for those seeking jobs in the trades. Another participant noted that many immigrants leave Quebec because of the language barrier.

One participant noted that there is also less emphasis on language skills in vocational programs. Yet another FG participant suggested that self-employment, provided a means of minimizing language abilities.

According to the 2005 CHSSN-CROP survey cited earlier less than one-third of anglophones stated that the French language instruction they received prepared them for success and indeed the majority declared the extent and quality of French they acquired was insufficient in this regard.

Table 40

Did the extent and quality of French language instruction that you received prepare you to be successful in Quebec?

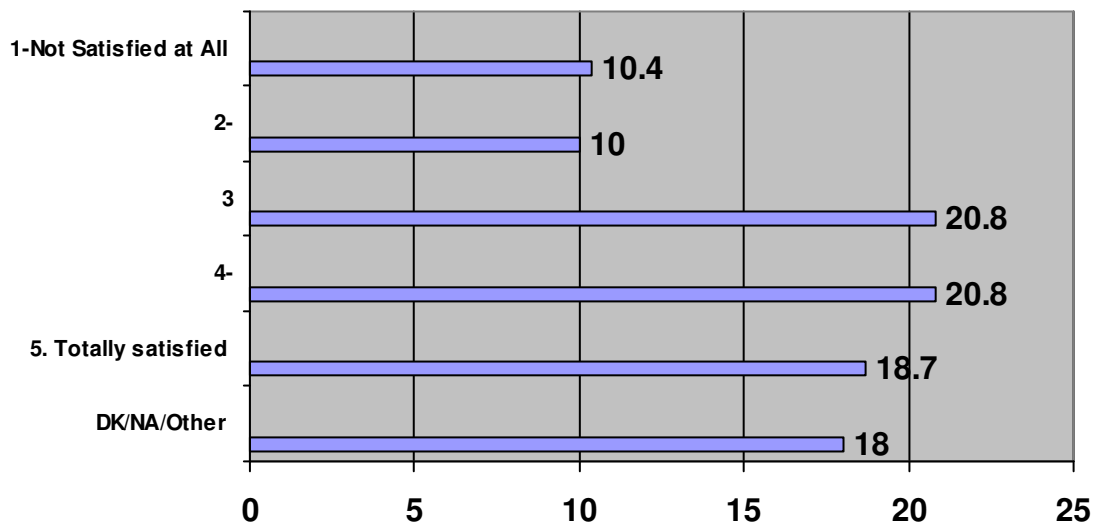
Yes	975	31.2
more or less	225	7.2
No	1608	51.5
did not learn French	271	8.6
DNK/Refusal	50	1.6
	3129	

Source: CHSSN-CROP, 2005

The Jedweb-YES survey reveals that nearly 40% rate as satisfactory (4 and 5 on the 5 point scale) the extent and quality of French language instruction they received.

Table 41

On a scale from 1-5 where 5 means totally satisfied how do you feel about the extent and quality of French language instruction that you received in Quebec (if applicable)?



8. Conclusion and Recommendations

It has been demonstrated in this study that there are various barriers in the pursuit of self-employment and employment goals by English-speaking members of cultural communities and visible minorities. In the case of self-employment members of some communities have been more inclined than others to pursue this option. When it comes to rates of unemployment it is frequently observed that length of residence influences rates of joblessness. There are however a number of groups and notably members visible minorities where rates of unemployment persist despite long years of residence. When it comes to self-employment it does not appear to be the recency of immigration of a community that influences this choice. The statistical data presented here does not permit determination of the reasons why some groups have a higher percentage of self-employment or why some face more significant obstacles to self-employment. According to Brenner et al. cultural differences have traditionally been identified as accounting for diverging levels of entrepreneurial activity. While more research needs to be done in this regard some insight is provided in the qualitative data in this study as to the perceived barriers to self-employment.

Several barriers to self-employment have been identified in the qualitative data and on that basis recommendations can be offered in support of those who wish to choose this alternative. Before doing this some brief remarks on how the findings here compare to the existing literature on the topic. First this study confirms that the self-employed are more likely to be opportunity rather than necessity entrepreneurs as reflected in the GEM dichotomy.

A. Networking

Networks have been identified as essential both in pursuing self-employment and in securing employment. Toulouse and Brenner contend that successful ventures depend upon the strength of the intra-ethnic network, the family, the industrial sector in which ethnic community members' work amongst other considerations.

The Jedweb-YES survey revealed that following access to capital the lack of a support network was considered the next most important challenge for those pursuing self-employment. In the case of employment those surveyed relatives and friends to be the most effective in this regard.

Brenner's studies confirm the considerable importance of networking and networks in contributing to successful self-employment projects. In other words the chances for success will be limited by the capacity of the ethnic community network particularly where it lacks capital and contacts. Some Jedweb-YES focus group participants in this study note that intra-ethnic networking can be an obstacle to both opportunity and mobility if the community itself does not possess an effective network. As noted the EDS reveals that Montreal's ethnocultural minorities are much more likely to be involved in ethnocultural associations than business or job-related bodies.

A one size fits all approach to servicing candidates for either employment or self employment is not encouraged. Organizations that address such needs should develop approaches that most effectively serve the English speaking community with its diverse ethnocultural and ethnoracial makeup.

Recommendations:

While it is important to sustain training programs on how to develop business contacts it is equally important to create venues for interaction between the self-employed and those considering self-employment. Associations and community organizations that can be of assistance to small businesses should be enlisted to help provide a better understanding of the dynamics of self-employment and help identify best practices in pursuing projects. As Montrealers are somewhat more involved in immigrant and ethnic community organizations, the capacity of such bodies to interact with employment agencies should be enhanced. Special attention should be directed at those communities whose networks are insufficient.

Very often there is an absence of entrepreneurial role models for members of certain communities and it is essential that mentoring programs be enhanced in support of those considering self-employment. To best accomplish this support needs to be extended to partnerships between ethnocultural groups and job or business associations.

B. Access to capital

Experts interviewed for the GEM study in Canada several considered access to capital to be a limiting force on Canada's entrepreneurial activity as well there were concerns around that government policies and tax regulations limited entrepreneurial activity, Brenner notes that ethnic entrepreneurs make little use of official networks (i.e. business associations in the host society) or government support services. Some immigrants have sufficient capital and entrepreneurial potential before they arrive, while others secure funding from within their communities, through community institutions, contacts or family members. In the Jedweb-YES survey it was also perceived that capital was the key factor in the success of self-employment. As noted in the data collected from the 2001 census on the basis of visible minority status it was the Black and Filipino groups that had disproportionately lower rates of self-employment. Personal savings were the main source of financing for entrepreneurs, family and friends were also very important in this regard. Lesser use was made of classical funding sources such as banks. Still whatever the source sufficient capital is deemed crucial to self-employment. Those groups which may lack sufficient resources may require more sensitivity on the part of those that make capital available

Recommendation:

Access to capital is widely regarded by survey participants as a critical factor in pursuing self-employment and hence it is essential that certain groups suffering from less access be provided with special attention from government agencies and initiatives supporting business development and entrepreneurship. Information about micro-lending, community grants and government support programs needs to be more effectively disseminated to English-speaking members of visible minorities and cultural communities

C. Discrimination

Much like GEM, our findings confirm the importance of immigration, gender and age in self-employment. Barriers to self-employment are not one dimensional. The GEM also revealed that more than one in four Canadians believe that the country lacked a positive cultural and social environment for engaging in entrepreneurial activities. The same would most certainly apply in Quebec and a number of focus group participants believe that there needs to be wider acceptance of diverse cultural practices.

The principal barriers to self-employment and employment identified by English-speakers in this study tend to be language, education and visible minority status. Clearly there is an intersection between the three factors that merits much greater attention than it has received to-date. In this study it was demonstrated with census data that individuals with similar levels of education in the same industry that belonged to certain groups earned much less in self-employment on average than other Montrealers. Some groups were clearly more vulnerable than others both with respect to employment and

self-employment as confirmed by the Quebec government Task Force on the condition of the Black communities in the province.

Recommendation:

Any strategy designed enhance self-employment amongst selected communities must take into account such considerations as visible minority, age and gender and the relationship between them. Cross-cultural training needs to be provided to persons in various institutions that provide support for self-employment and employment and support for marketing to diverse constituencies needs to be provided to persons considering self-employment

Boards, agencies and other related bodies at all levels dealing with issues of employment and self-employment need to better reflect the diverse composition of the Montreal population. Governments must set an example in this regard by ensuring proper representation from ethnocultural communities and visible minorities on bodies that make decisions relative to the extension of capital for start up projects. Although it is more difficult to subject private enterprise to similar rules government should incite them to do so by linking certain forms of support to the institutional level of recognition of diversity

D. Language Training

As acknowledged in the 2005 CHSSN-CROP study there is a widely held view that language training in Quebec remains vital. This is also reflected the Jedweb-YES data where respondents expressed mixed satisfaction with language training programs. Quebec receives a far greater number and percentage of English language immigrants than the impression that is sometimes given to the population. It is vital for those individual English-speakers that wish to improve their language skills to be given the opportunity to do so.

Recommendation:

Recognizing that language is a vital dimension of economic integration, the various institutions that are best positioned to assist English-speaking members of visible minorities and ethnocultural groups should have their capacity enhanced. There should be greater cooperation and information sharing between employment agencies servicing English-speakers and language training bodies to ensure that persons that need such support are identified. Language training should be affordable and accessible. Bilingualism is a goal that should be envisioned in language-training programs for Montrealers.

E. Education

In the Jedweb-YES survey many felt that training in entrepreneurship was valuable. Such training can come in a variety of forms both formal and informal. Such programs

need to be expanded and partnership building to ensure that such initiatives are broadly-based is vital. Exposure to individuals that have succeeded through self-employment has an important educational dimension. There is a need to further enhance knowledge and education around self-employment and the involvement of employment agencies with educational institutions in promoting this objective. Findings from the CHSSN-Survey suggested that there is a lack of knowledge amongst Anglophones-non-immigrant and immigrant-of the programs and workshops that exist for those considering self-employment.

Recommendation:

Government agencies need to provide increased support for entrepreneurship training and encourage those who offer such services to work with partners across a broad range of sectors .It is important to ensure that information about resources and programs is widely disseminated and target opportunities to reach English-speaking members of visible minorities and cultural communities. Social service and community organizations require greater assistance in addressing the situation of youth at risk as regards their employment needs. Stable funding should be provided for prevention programs when it comes to youth at risk.

F. Recognition of Credentials and Experience

Immigrants are increasingly reporting that their background and experience is not recognized and therefore they cannot perform functions that are consistent with their skills. While this more readily affects people that are employed it also represents a challenge for many that are self-employed. It thus constitutes a barrier to self-employment for many individuals.

Recommendation:

Efforts to address certification problems need to be accelerated and government needs to do a better job of ensuring that equivalency of education and training will be recognized before an individual comes here.

G. Research

This report has made an effort to employ existing data to identify patterns of self-employment and employment amongst Montreal's visible minority and ethnocultural groups. The condition of the self-employed across a broad spectrum of variables has been carefully documented. But while data effectively point to gaps in levels of self-employment amongst various groups and the level of income generated on that basis

the gaps need further explanation. In order to help determine the causes behind these gaps a special survey was conducted amongst various groups to provide insight in this regard. Access to capital and the strength of networks are widely viewed as the two principal factors that contribute to disparities when it comes to self-employment. Further research in this area is essential and it should ideally attempt to better understand whether certain communities face barriers in accessing capital on the one hand and the challenges they face in networking both within and outside a community regardless of how the community is defined.

Recommendation:

The type and degree of networks possessed by individuals and collectivities in the various English-speaking visible minorities and ethnocultural communities needs to be further assessed. This can be done through surveys of individuals in the communities and through case studies of certain groups. Research also needs to be conducted into the institutions that provide funding for those pursuing self-employment and determine the extent to which they are effective in cultivating diverse clientele.

Appendix
Detailed Profile of Montreal's Self-Employed

Table I
 Percentage of Self-Employed by ethnocultural group and total average income of groups, 2001 (Top 12)

Montréal	% Self-employed	Average total income \$
Jewish origins	21.5	54 543
Dutch origins	12.8	40 511
Russian origins	14.8	40 424
Polish	12.9	39 673
British origins	9.9	38 262
French	10.1	38 092
Ukrainian	10.3	37 466
Canadian origins	8.9	35 032
Total - Ethnic origin	9.8	34 718
Italian Origins	11.1	34 239
Romanian	11.9	33 567
Vietnamese	10.9	32 795
Lebanese	17.9	31950

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

Table II
Percentage of Self-Employed by ethnocultural group and total average income of groups, 2001 (Bottom 10)

Montréal	% Self-employed	Average total income \$
Greek	14.3	27 634
Portuguese	5.8	27 146
Chinese	10.8	26 010
Jamaican	5.8	25 344
Filipino	3.1	22 623
Haitian	4.1	22 293
South Asian origins	7.4	24 055
Caribbean and Bermuda origins	4.3	23 076
Central and South American origins	6.5	22 174
African (black) origins	5.4	21 827

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

Table III
Numbers of Self-Employed and Employed in Selected Cities in Canada, 2001

	Total - In the labour force	Employed labour force	Self-employed	Not self-employed	Unemployed labour force
Canada	15872070	14695135	1819670	12875465	1176940
Quebec	3742485	3434265	369255	3065010	308220
Montréal	1814170	1678715	174555	1504165	135450
Halifax	196590	182480	16490	165990	14110
Ottawa - Gatineau	594945	561875	55225	506645	33070
Toronto	2564585	2413100	289145	2123955	151485
Winnipeg	366070	345730	31380	314345	20340
Calgary	568460	540375	67835	472535	28090
Edmonton	532375	503355	55720	447635	29020
Vancouver	1073010	995315	138410	856910	77690

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

Table IV

Self-Employment by Mother Tongue, by French Mother Tongue and by French as Second Language (Principal Language for Allophones)

Montreal	Total Mother Tongue	Mother Tongue French	Second Language French (allophones)
All classes of worker	904 105	503 870	73 320
Paid workers	843 460	472 930	68 500
Employees	810 965	457 605	66 165
Self-employed (incorporated)	32 495 (3.6)	15 325 (3.0)	2 335 (3.2)
Self-employed (unincorporated)	59 065 (6.5)	30 505 (6.0)	4 645 (6.3)

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

Table III

Self-Employed and Employed in Montreal by Field of Study, 2001

Montréal	Total - In the labour force	Employed labour force	Self-employed	Not self-employed	Unemployed labour force
Total - Major field of study (historical)	1814170	1678715	174555	1504165	135450
Without completed post-secondary qualification	789720	715240	67525 (8.5)	647720	74480
With completed post-secondary qualification	1024450	963480	107030 (10.4)	856445	60975
Commerce, management and business administration	251225	237670	23420 (9.3)	214250	13550
Applied science technologies and trades	180550	168605	16650 (9.2)	151960	11940
Social sciences and related fields	111035	104400	12925 (11.7)	91480	6630

(Continued)

Health professions and related technologies	88790	85490	12505 (14.2)	72980	3300
Fine and applied arts	67095	62055	12495 (18.5)	49560	5045
Humanities and related fields	89220	82765	9745 (10.9)	73020	6450
Engineering and applied sciences	56165	52425	6720 (12.0)	45705	3740
Educational, recreational and counselling services	86300	83205	4780(5.6)	78420	3100
Mathematics, computer and physical sciences	49160	45295	3940 (8.0)	41360	3865
Agricultural, biological, nutritional, and food sciences	40830	37815	3510 (8.8)	34305	3020
Office administration, secretarial and clerical	58285	54820	2665 (4.6)	52155	3465
Nursing and nursing assistance	39830	38265	1110 (2.8)	37155	1565

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

Table IV
Self-Employed and Employed in Montreal by Average Income by Selected Ethnic Origin,
2001

Montreal, Average total income \$	Total - Class of worker	Employed	Self-employed
Total - Ethnic origin	34718	34485	43144
British origins	38262	38175	45185
French	38092	37733	45855
Dutch origins	40511	39737	48582
German origins and Austrian	38404	38339	44315
Greek	27634	27270	32617
Italian origins	34239	33760	41558
Portuguese	27146	27332	29815
Spanish	28741	28622	37701
Hungarian (Magyar)	39909	37734	57473
Polish	39673	37698	59386
Romanian	33567	33114	44522
Russian origins	40424	37679	66110
Ukrainian	37466	37002	50137
Arab origins	30395	30558	41000
Lebanese	31950	32202	37647
West Asian origins	28878	28908	35601
South Asian origins	24055	25144	29609
Chinese	26010	26585	28124
Filipino	22623	22894	23235
Vietnamese	32795	31871	48743
African (black) origins	21827	23148	25481
Caribbean and Bermuda origins	23076	23618	31581
Haitian	22293	23057	27405
Jamaican	25344	23998	60232
Central and South American origins	22174	22743	25936
Canadian origins	35032	34781	42606
Aboriginal origins	29898	30087	35449

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage),
Census of Canada, 2001

Table V
Montreal Self-Employed and Employed by Visible Minority Status, 2001

Montréal	Total - In the labour force	Employed labour force	Self-employed
Total - Population 15+ in labour force	1814175	1678715	174555
Visible minority population	212210	178995	16800
All others (not visible minority)	1601965	1499720	157755
Black	63805	52760	2760
South Asian	25975	21325	1775
Chinese	21945	19720	2380
Korean	1715	1580	520
Japanese	810	745	140
Southeast Asian	18990	16660	1940
Filipino	10290	9545	295
Arab/West Asian	35830	28555	4930
Latin American	27005	23025	1580

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

Table VI
Montreal Self-employed by Average total income and Immigrant Status by Industry, 2001

Montreal Self-employed Average total income \$ Industry and Immigrant Status	Total - Immigrant status	Non-immigrant	Immigrant
Total - Industry	43144	44799	38105
Primary industries	31070	31298	30486
Manufacturing industries	43357	42995	44947
Construction industries	35795	35991	35151
General and trades contracting	35137	35287	34721
Other construction	60014	62018	51382
Truck and taxi	28202	32196	22401
Other transport and utilities	36392	35923	39659
Wholesale	52012	54883	44217
Retail sales	33224	35197	29040
Business services	52187	54222	43843
Public administration	0	0	0
Federal public administration	0	0	0
Education	24010	24641	21281
Health and social services	65852	63812	74689
Lodging	29111	30356	25961
Restaurants and bars	29174	31368	26600
Entertainment	28584	29055	26229
Personal services	20618	20105	22421
Needle trades	38660	53193	28485

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

Table VII
Self-Employed Immigrants in Montreal by Gender and Total Average Income, 2001

Immigrant-Self-employed	Total - Population 15+ in labour force	Average total income \$	Female	Average female total income \$	Male	Average male total income \$
Total – Industry	42900	38105	12250	28718	30650	41840
Not applicable	0	0	0	0	0	0
Primary industries	185	30486	50	24738	140	32355
Manufacturing industries	3435	44947	770	24923	2665	50692
Construction industries	2455	35151	150	25921	2305	35764
General and trades contracting	2360	34721	140	23811	2220	35395
Other construction	70	51382	0	0	60	46686
Truck and taxi	3085	22401	80	25028	3010	22332
Other transport and utilities	695	39659	90	52864	605	37805
Wholesale	2305	44217	440	27425	1865	48193
Retail sales	7400	29040	2065	22720	5335	31456
Business services	10580	43843	2925	31877	7650	48412
Education	570	21281	305	19352	270	23470
Health and social services	3725	74689	1995	45893	1730	107705
Lodging	115	25961	50	19906	65	30403
Restaurants and bars	3275	26600	800	22395	2475	27946
Entertainment	1220	26229	435	28192	785	25146
Personal services	1975	22421	1205	19937	770	26246
Needle trades	1865	28485	900	17642	960	38581

Source: Statistics Canada, Custom Tabulations (Department of Canadian Heritage), Census of Canada, 2001

Jedweb-YES Survey on Self-Employment and Employment: Who was surveyed?

Representatives of the following organizations were surveyed:

- Black Community Resources Center
- Jamaican Association of Montreal
- Centre de jeunesse et de la famille Batshaw
- Conseil des relations interculturelles
- Women on the Rise
- Federation of Filipino-Canadian Trade and Commerce
- Dobson Centre, member of both Chinese and Latino communities
- Montreal Association of Black Business People and Professionals
- Jewish Employment Services
- Current YES clients
- Members of the Employment Roundtable
- Black Initiative Entrepreneurship Program
- Italian Canadian Community Services
- Federation of Filipino-Canadian Trade and Commerce
- Jamaica Association
- John Abbott College – Coordinator, Cultural Diversity Office
- United Nations Association in Canada
- Cartier Adult Education Centre
- Chinese Family Services

Jedweb-YES Survey Questions

1. Which of the following best describes your own present situation? Are you...

- working full-time ____
- self-employed ____
- working part-time ____
- unemployed/looking for a job ____
- staying at home full-time (i.e. student) ____
- Other _____

2. How difficult do you think it is to find employment under current economic conditions?

- Very difficult _____
- Somewhat difficult _____
- Not very difficult _____
- Not difficult at all _____

3. How difficult do you think it is for those currently unemployed to find a job in their field or area of specialization?

Very difficult _____
 Somewhat difficult _____
 Not very difficult _____
 Not difficult at all _____

4. On a scale from 1-5 where 5 means most familiar with which of the following are you familiar?

Federal government internship programs/ Emplois Quebec and other provincial government offices/ Educational institute/schools/ Youth Employment Services and other community groups

5. Which of the following do you think is most effective in helping find employment?

Please rank on a scale from 1-5 with 5 meaning most effective? Federal government-internship programs/ Emplois Quebec and other provincial government offices/ Educational institute/schools/ Youth Employment Services and other community groups/ Internet/Newspaper/ Relatives, friends, or colleagues

B. Self-Employment

6. On a scale from 1-5 where 5 means strongly recommend would you encourage people to become self-employed?

Have you ever personally considered self-employment _____

7. List from 1-5 in order the most important reason for people to consider self-employment

Personal independence	
No need to adapt to an environment / the possibility to create own environment	
Better income prospects	
Lack of attractive employment opportunities either in your profession or generally	
To avoid uncertainties related to employment	

8. On a scale from 1-5 where 1 means no problem and 5 means major problem how big an obstacle do you think the following are in setting up a small business?

	1	2	3	4	5
Lack of available financial support or credit					
Complex administrative rules					
Obtaining information on how to start a business					
Training in entrepreneurship					
Adapting to the Local Culture					
Lack Support Network					

C. Barriers

9. On a scale from 1-5 where 5 means significant barrier which of the following do you think represents the most important barrier to achieving equal access to employment and self-employment opportunities as other Quebecers

	1	2	3	4	5
Language					
Gender					
Education					
Age					
Immigrant Status					
Visible Minority					
Ethnic Community					
Foreign Accreditation Not Recognized					
Educational Equivalency					

10. On a scale from 1-5 where 5 means totally satisfied how do you feel about the extent and quality of French language instruction that you received in Quebec (if applicable)?

1- not satisfied at all _____

2- _____

3- _____

4- _____

5- totally satisfied _____

did not learn French _____

DNK/Refusal/Does Not Apply _____

D.. Personal Characteristics

11. Please identify your age group

12. What is the highest level of education that you have completed?

13. Which language do you speak MOST OFTEN at home?

14. Do you speak French well enough to carry on a conversation?

15. Were you born in Canada?

If not born in Canada in what period did you arrive:

2001- _____

1991-2001 _____

1981-1991 _____

1971-1981 _____

Before 1971 _____

16. Gender

17. Member of a Visible Minority and/or Ethnic Community

White		Southeast Asian	
Chinese		Arab	
South Asian		West Asian	
Black		Korean	
Filipino		Japanese	
Latin American		Other	

Please specify Ethnic Community

References

Gabrielle A. Brenner, Teresa V. Menzies, Louis Jacques Filion, Charles Ramangalahy, Sylvie Paré *Entreprises ethniques et identité du partenariat : Une étude comparative entre Chinois, Italiens et Indiens/Sikhs au Canada* Cahier 2002-16 novembre 2002

Brenner et al. This research paper was presented at the ICSB World Conference 2000, held in Brisbane (Australia), June 7-10, 2000.

G.A. Brenner, T. V. Menzies, C. Ramangalahy, R.H. Amit, L.J. Filion Working paper no 2000-08 June 2000 ISSN

Ethnic Entrepreneurship in Canada: Comparison of the Chinese Communities in Three Canadian Cities: Montreal, Toronto and Vancouver

BERTOT, J. and JACOB, A., *Intervenir avec les immigrants et les réfugiés*, Montreal, Éditions du Méridien, 1991.

BRENNER, G., CÉLAS, G. and TOULOUSE, J. M., *New Immigrants and New Business: The Chinese and the Haitians in Montreal*, Maclean Hunter Chair of Entrepreneurship, Working Paper 92-03, March, 1992

BRENNER, G., CÉLAS, G. and TOULOUSE, J.M. , *Haitian Entrepreneurs in Montreal New Lives, New Businesses*, Maclean Hunter Chair of Entrepreneurship, Working Paper 92-09, September, 1992. [9] BURGESS, S., *The Nova Scotian Ethnocultural Entrepreneurial Experience*, Halifax, Multicultural Association of Nova Scotia, 1986.

DRUCKER, P. *Les entrepreneurs*, Paris, L'Expansion/Hachette/J.-C. Lattès, 1985.

PORTES, A. and RUMBAUT, R., *Immigrant America: A Portrait*, Berkeley, University of California Press, 1990.

WALDINGER, R., ALDRICH, H., WARD, R. et al., *Ethnic entrepreneurs: Immigrant Business in Industrial Societies*, Newbury Park, Sage Publications Inc., 1990. [8].

PARÉ, Sylvie. (2000) *L'entrepreneurship ethnique à Montréal et à Toronto : étude comparative de deux secteurs des quartiers multiethniques de Côte-des-Neiges et Parkdale*, Working Paper, Immigration et métropoles, 54 pages.

WONG, Lloyed L. et NG, Michele. (1998) « Chinese Immigrant Entrepreneurs in Vancouver : a Case Study of Ethnic Business Development », *Canadian Ethnic Studies*, Vol. 30, no 1 : 64-85.