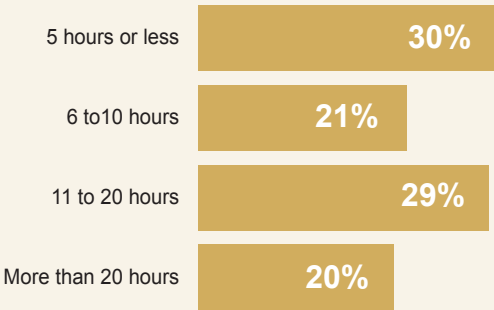


Unpaid Work

- On average, Francophone women perform 15.1 hours of unpaid work per week. However, according to the focus groups, the actual number of hours spent on these tasks may be higher than the reported estimates, due to possible underestimation by some participants.
- The average number of hours of unpaid work is higher among women who are from visible minority groups than among those who are not from visible minority groups.
- 24% of Francophone women report that unpaid work has an impact on their career paths, particularly by limiting their choices regarding the sector or type of job.

Breakdown of Francophone Women by Type of Unpaid Work Performed



Support Needed

- 56% of women believe that support would help them improve their economic situation as Francophone women.
- According to 32% of the respondents, improving the economic situation requires better access to government or community programs tailored to Francophone women.
- The Prairie regions and British Columbia have a high proportion of women who consider the number of French-language services available in their region to be unsatisfactory.
- Among the French-language services deemed inadequate, health care tops the list.
- Financial assistance is the initiative most often considered useful for strengthening economic selfsufficiency.

\$34.4 billion

represents the monetary value of unpaid work performed by Francophone women in linguistic minority situations in Canada in 2025.

Conclusion

The economic contribution of French-speaking Canadian women is significant and multifaceted, both through their **direct contribution to GDP—estimated at \$119 billion (4% of GDP)**—and through their pivotal role in French-language communities and services. However, persistent obstacles, related in particular to the recognition of skills, language requirements, and regional dynamics, limit the full realization of their economic potential. While certain policies and initiatives promote integration and career advancement, disparities remain in terms of access to employment, compensation, and recognition. Reducing these constraints remains essential to sustainability strengthen the economic contribution of Francophone women and improve their career prospects.

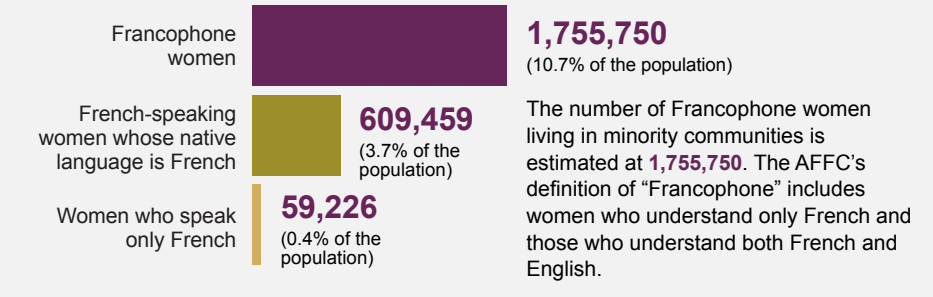
Recommendations	Lead
ISSUE: ACCESS TO HEALTH SERVICES IN FRENCH, ESPECIALLY IN RURAL OR NORTHERN AREAS	
1. Continue to exert political pressure on the federal and provincial governments to improve the actively offered French-language health services.	A 
2. Document regional disparities and communicate findings to provide evidence-based arguments to support public decision-making. In particular, the organization could expand its efforts to collect, analyze, and publish information that highlights regional disparities, particularly in access to services, socioeconomic conditions, and health issues.	A 
3. Collaborate with French-speaking professional associations (nurses, doctors, social workers, etc.) to support the recruitment and retention of French-speaking staff in regions facing shortages.	 
ISSUE: SECTORAL SEGREGATION AND WAGE GAPS	
4. Conduct awareness campaigns to encourage employers to promote women-dominated sectors, highlighting their socioeconomic importance, persistent wage gaps, and the need for greater recognition of the skills and responsibilities associated with these professions.	
5. Support skills development programs (transition to better-paying sectors, retraining, and continuing education) to strengthen the economic independence of Francophone women and increase their access to quality jobs.	
6. Conduct research on the economic impact of wage gaps in order to provide community organizations, round tables, and institutional partners with arguments to support their demands and actions regarding equity.	A
7. Lead professional networking initiatives aimed at supporting the career advancement of Francophone women by facilitating connections, promoting the sharing of expertise, and fostering access to professional development opportunities in various sectors.	
ISSUE: LANGUAGE REQUIREMENTS AND ACCENT-BASED DISCRIMINATION	
8. Provide Francophone women with free or low-cost training in the workplace to improve their language skills without it becoming a personal burden.	 
9. Develop guides for employers on inclusive practices in bilingual settings and awarenessraising tools on linguistic bias designed for employers. These tools would help organizations adopt equitable practices that promote the full participation of Francophone women.	 
ISSUE: LANGUAGE AND INTERSECTIONAL BARRIERS	
10. Establish targeted mentoring programs for Francophone women from diverse backgrounds (visible minorities, immigrants, sexual diversity, disabilities, etc.) to support their professional integration, strengthen their networks, and facilitate their career advancement.	 
ISSUE: MENTAL LOAD AND UNPAID, INFORMAL WORK	
11. Promote public policies aimed at a more equitable distribution of unpaid work (more flexible parental leave, increased support for French-language daycare centers, etc.). These measures would help ease women's daily burden and promote a more balanced participation in the labour market.	
12. Develop awareness campaigns on the economic value of informal work, in order to recognize its real contribution to the functioning of families, communities, and the economy, and to promote a lasting change in public and institutional perceptions of this work.	 A
13. Support the development or expansion of Francophone mutual-aid networks in regions where isolation is most prevalent, thereby helping to reduce the social and economic barriers faced by Francophone women.	
14. Offer workshops or resources to ease the linguistic burden (homework clubs, bilingual resources for parents, etc.), in order to reduce daily language-related stress and make it easier to balance family life.	 

Economic Impact of Francophone Women in Canada

Summary

Francophone women living in linguistic minority communities in Canada play a vital role in the economic, social, and cultural vitality of their communities. Yet their contribution remains largely underestimated and is often overlooked in official data. Recognizing this gap, the Alliance des femmes de la francophonie canadienne (AFFC) has commissioned Raymond Chabot Grant Thornton to assist it in conducting a rigorous, intersectional study aimed at analyzing the economic impact of Francophone women in Canada.

Number of Francophone Women in Minority Settings (2025)



Diversity

More than **462,185** Francophone women (26%) are from visible minority groups, have an immigrant background, or identify as Indigenous, compared to 41% of all women in the population.

Among Francophone women in minority situations who are from visible minority groups, immigrant backgrounds, or Indigenous communities:

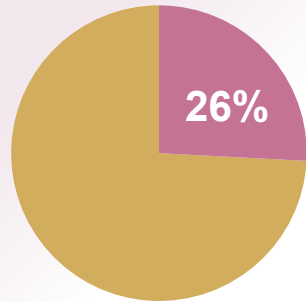
- 15% are immigrants;
- 19% are from a visible minority;
- less than 1% are indigenous.

5.4% of the French-speaking women surveyed, say they identify as part of the 2SLGBTQIA+ community.

Profile of Francophone Women

- 12% of Francophone women live alone.
- 11% of Francophone women are self-employed.
- Northern Canada** and **British Columbia** have a higher proportion of self-employed Francophone women than other women in the general population. In the northern region, this can be explained by the fact that, in many cases, a lack of opportunities drives Francophone women to turn to entrepreneurship.

- 38%** of Francophone women hold a university degree, which is significantly higher than the general population (26%).



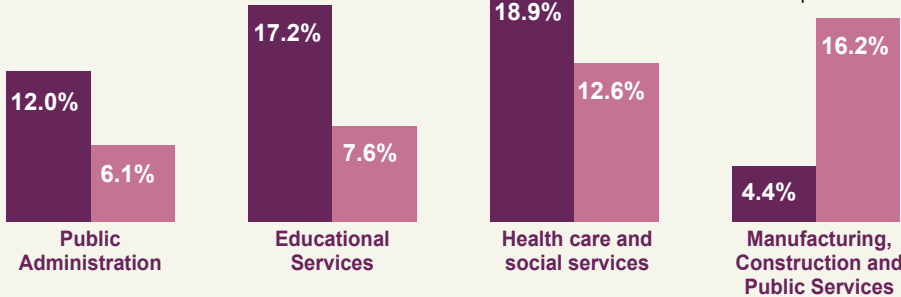
Geographic Distribution

The **Atlantic region** has the highest proportion of Francophone women in its population (11%) and the highest proportion of those who speak only French (3%).



Sources: Statistics Canada, survey conducted by Léger among French-speaking Canadian women, RCGT analysis.

Distribution of Francophone Women by Industry



Francophone women are overrepresented in **public administration**, as proficiency in both official languages is a major asset and conditions are favorable for achieving a work-life balance. In the fields of **education**, **health care**, and **social services**, Francophone women are also overrepresented, as these are traditionally female-dominated professions with established pay scales that offer attractive conditions for women and where they can naturally find their place. Francophone newcomers are also often guided toward these fields of work.

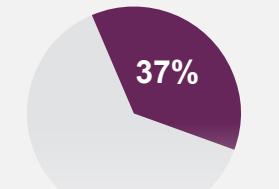
Non-traditional sectors (**manufacturing and skilled trades**) remain difficult to enter due to perceptions and biases (being taken less seriously, accents, prejudices regarding motherhood, etc.). Some of these sectors also require higher education, which can be difficult to access in French.

\$119 billion

in direct contributions to GDP were generated by Francophone women in linguistic minority situations in Canada in 2025, representing 4% of GDP.

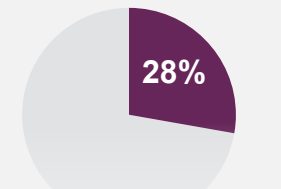
Contributions and Challenges of the French Language

Francophone women who have faced obstacles related to their linguistic status



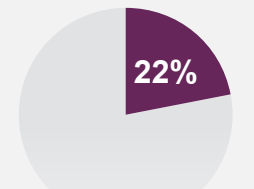
37% have encountered obstacles related to their status as Francophones or to their gender, with linguistic status being cited by a larger proportion of women.

Francophone women who have faced barriers related to gender or linguistic status



Among the main challenges encountered in one's professional or economic journey, linguistic discrimination (35%) and wage inequality (33%) remain significant issues.

Francophone women who have faced gender-based barriers

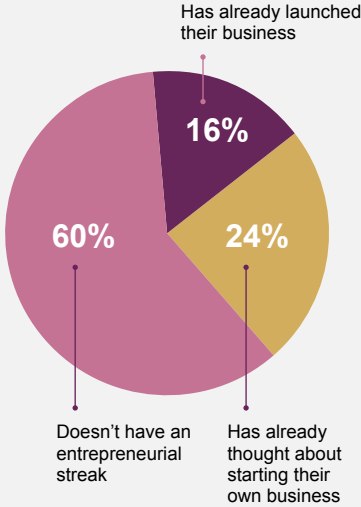


However, 65% of the Francophone women surveyed indicated that being Francophone had given them access to professional opportunities (bonuses for bilingual individuals, positions open only to candidates fluent in both languages, etc.). The women who benefit from being Francophone are primarily those who are fluent in English.

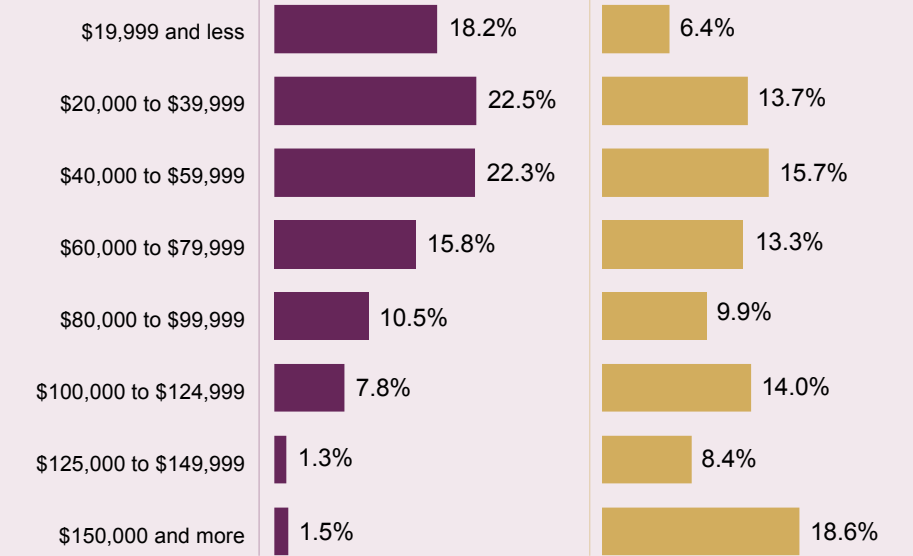
Entrepreneurship

- 40% of Francophone Canadian women have an entrepreneurial spirit.
- The majority of new businesses are companies with fewer than 5 employees.
- The main challenge faced by women who have already started their own businesses is balancing their personal and professional lives.
- Women who are not fluent in English are less likely to seek support.

Across Canada, in 2025, **Men earned an average hourly wage that was 13.5% higher than women's.**



Income



The majority of women surveyed earn less than \$60,000 per year individually. Women who do not speak English have significantly lower individual incomes than others, and low income households are overrepresented among Francophone women who belong to a visible minority.

For ease of reading, any reference to Francophone women refers specifically to Francophone women living in minority communities, that is, outside Quebec. Due to rounding, the total may differ slightly from the sum of its parts, particularly in cases involving extrapolation.