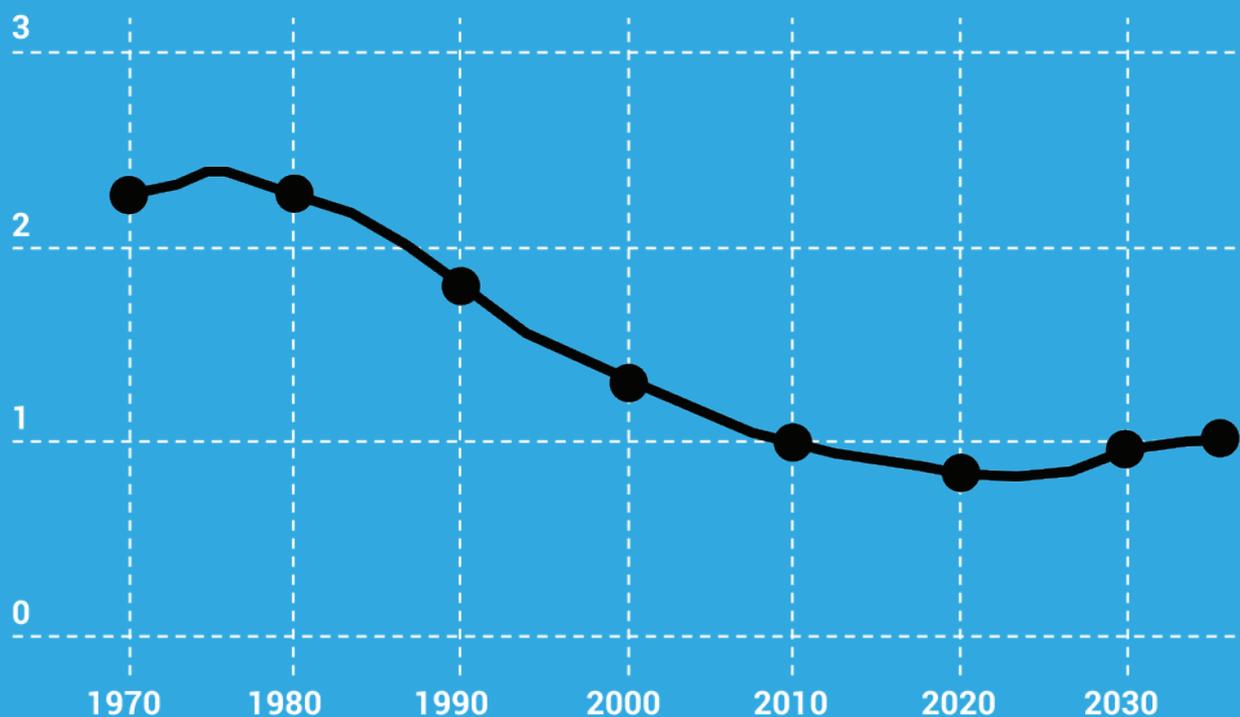


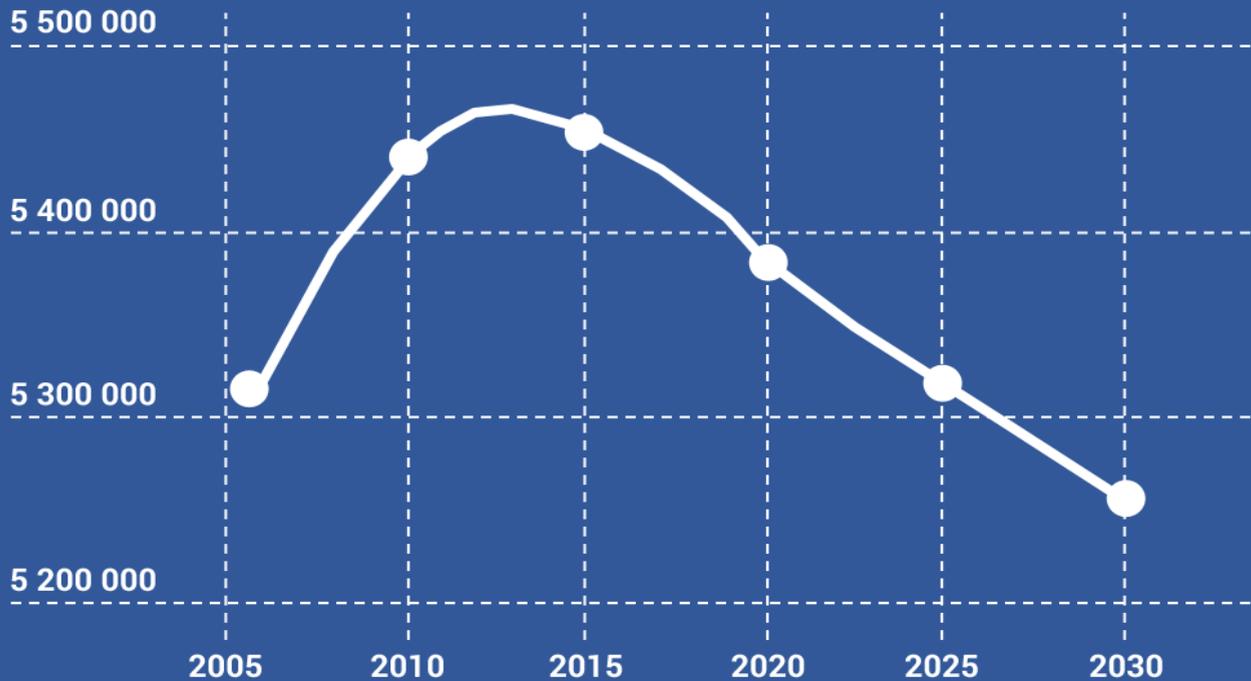
The most extensive work force renewal in the history  
of the Quebec Public Service

# COMMON FRONT 2015

Between now and 2020, approximately 35% of Quebec government employees will be eligible to retire. In view of this demographic decline, this extensive work force renewal will unfold during a period where the overall number of Quebec workers will be decreasing, and this, across all job sectors taken as a whole. In 2020, only 80% of the people who retire will be replaced by new people entering into the job market for the first time. In other words, the pool of available Quebec workers is shrinking.



This chart illustrates the ratio between the number of individuals aged 55 to 64 years old (who are thus potentially eligible to retire) and those aged 20 to 29 years old (young people entering into the job market). In 2020, only 80% of the people who retire will be replaced by new people entering into the job market for the first time.



Estimate of the number of individuals aged 15 to 64 years old in the Province of Quebec, from 2006 to 2030. One can note a significant decrease in the active population as of 2015.

The different economic sectors in the Province of Quebec (private, municipal, federal and provincial) will thus all be competing amongst one another to attract the employees that they need. Already grappling with serious difficulties in terms of work force attraction and retention, will Quebec's public sector be able to recruit the employees needed to deliver the public services that the population is entitled to receive? Without these workers, the longevity and very survival of our public services is in jeopardy.

The Common Front believes that action is required immediately. We must preserve our public services by making the working conditions of its employees attractive. That is why we have established two priorities for our next round of bargaining: improve our salary conditions and the conditions under which we exercise our professions.

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