



FIRST NATIONS AND INUIT LABOUR
MARKET ADVISORY COMMITTEE

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The First Nations and Inuit Labour Market of Quebec

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CONTENT

The First Nations and Inuit Labour Market Advisory Committee (FNILMAC) has commissioned this document, which examines 2021 census data to provide an empirical basis for the Committee's work and opinions. It follows on from previous studies using mainly census data since 2001. Other sources, including the Labour Force Survey, also form part of the statistical input, in addition to consulting various reflective texts and analyses on First Nations and Inuit in Quebec, Canada and sometimes abroad.

The census questionnaire covers several themes. Those selected here are demographics, education, language, territorial dimension, income and the various labour market indicators that influence, and are influenced by, the factors listed above.

COVID-19 marked the context prevailing at the time of the census. This reality had a particular impact on the labor market and incomes. This was as true for the FNI as it was for the rest of the population. Some professions and sectors of activity suffered more than others from the effects of confinements and supply disruptions. As a result, certain categories of employees and territories were also more affected. This was the case for indigenous sub-groups. Overall, however, these imbalances were short-lived. The more perennial reality is that of an aging population, slowing demographic growth, and the resulting labor shortages. Added to this are the forces of technological change, geopolitical disruption, and, increasingly, climatic upheaval.

The labor market situation of FNIs is naturally shaped by these factors, as well as by realities specific to the Nations and individuals that make them up. These factors highlight the heterogeneity of these populations. The first important distinction concerns the status of individuals or communities. The migration of identity observed since the turn of the century in responses to census questions has done much to paint a more complex picture. People who identify with the FNI without official community or federal recognition have different socio-economic profiles from those who are registered Indians or covered by treaties. Another dissimilarity, which partly overlaps with the first,

concerns residence. Here again, residents of northern reserves, settlements, or villages differ from other FNI in terms of demographics, age, education, employment, or income. They are usually younger, less educated, less employed, and have lower incomes than non-residents, especially if their community is located far from large urban centers. Other circumstances also affect the situation of FNI. In Quebec, for example, Nations covered by the James Bay and Northern Quebec Agreement, as amended by the Paix des Braves, enjoy substantial advantages, including increased self-government, over other Nations.

All these considerations must be considered when painting the overall picture.

FNI are younger than non-Aboriginal people, especially when they live in their own communities. Their demographics are more dynamic, so that their relative weight, which was 1% at the turn of the century, will reach nearly 2% of the Quebec population in 2041, according to Statistics Canada projections. Migration of identity plays a major role in this progression, but people registered or covered by treaties will also grow faster than their fellow citizens. Despite this, the salient fact is that the population is aging noticeably. Between 2016 and 2021, the average age of FNIs rose by 3.7 years, far more than that of the total population, and the number of FNIs aged 65 and over is expected to double by 2041. This major demographic shift will have multiple impacts, including on health, housing, and other needs. There will also be more young people under 15, but the increase will be smaller.

The off-reserve population has been growing faster than the on-reserve population for several decades, especially in the census metropolitan area (CMA), and this trend is set to continue. As a result, the challenges facing this urbanized Aboriginal population will continue to grow, including integration into the job market.

The education level of FNI is lower than that of non-Aboriginals, especially for those living on reserves or in northern villages. A high school diploma or higher is crucial for access to employment and the income that

goes with it. Progress in school enrolment has been real for at least 25 years. The remarkable progress made by FNI women in this respect is certainly one of the most encouraging highlights confirmed by the census. Their gains are reflected in the labor market by high activity and employment rates, and a lower unemployment rate than their counterparts, mainly among the new cohorts. Incomes are correspondingly high. What is more, we know that the children of mothers with a high school diploma or higher are more likely to obtain one too.¹

The upturn in the Quebec job market has benefited FNI, as well as other often disadvantaged groups, including immigrants, young people, and those with low levels of education. And with many young people among them, the relative weight of Aboriginals in the labor market is on the rise.

Schooling contributes to very high employment rates and working incomes that tend to be closer to those of the rest of the population, even if differences remain for the same level of diploma and the same age group. Job location and career choice can partly explain these differences, as can sector of activity and working hours. Discrimination may also play a role, but this is difficult to measure objectively.

Knowledge of the mother tongue is more prevalent in certain more remote communities, such as the Inuit, Cree, Innu, and Naskapi. In addition to the fundamental dimension of identity, mastery of the language is essential to hold a job in the community. However, knowledge of French, English, or both is essential for jobs that require contact with the outside world. For historical reasons, there is a linguistic duality among Quebec FNI in terms of mother tongue or second language, which limits training and employment opportunities for those who do not know French or English. The trilingual rate among FNI in Quebec is 20%, twice the Canadian average.

Limited employment opportunities are a challenge on the reserve and in northern villages. Apart from jobs in health and social services, education, and public administration, positions in the private sector are rare. They are concentrated in retail trade, and to a lesser extent in construction and transportation. Diversification of economic activity is complicated by the small population and remoteness from urban centers. A development strategy adapted to this reality is needed. The challenges of the shift to a green economy and the widespread use of telecommuting may offer prospects that should be supported by education and training efforts.

All in all, a historical comparison shows that significant gains have been made in education, employment, and income, but that substantial gaps remain, especially for people living on reserves and in northern villages. These populations will grow in the future, albeit at a slower pace than non-registered FNI living outside communities. Among the latter, some have had difficult experiences in urban areas, but the statistical profile of the group in terms of age, education, employment, and income, tends to be like that of the non-aboriginal population.

¹ Quebec and Labrador Health and Social Services Commission, *Success factors and barriers to employment*, 2021, p1.

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SOURCES, DEFINITIONS & CONCEPTS

Several data files on Aboriginal peoples in 2021 are available on the Statistics Canada website. It is possible to obtain an accurate portrait of this population from the published information, both in terms of socio-economic characteristics and labor market participation. Other information is also extracted from special compilations based on 2021 statistics. A note on census data is in order. At the Canadian level, undercounting on reserves is since the census could not be completed on several Canadian reserves (63 in 2021, 14 in 2016, 31 in 2011, 22 in 2006, 30 in 2001, and 77 in 1996). For this reason, caution is called for, especially when it comes to Indian reserves. In Quebec, five reserves did not grant permission to Statistics Canada surveyors to collect information, including the three Mohawk communities (approx. 15,000 permanent residents and 5,000 non-residents), the Micmac reserve of Listuguj (approx. 2,800 residents and 4,500 non-residents), and the Algonquin reserve of Rapid-Lake (approx. 600 permanent residents and 200 non-residents). Partial counts were also held in the Innu settlements of La Romaine and Pakuashipi.

Another main source has been put to good use, albeit with certain limitations. Since 2007, Statistics Canada has made public information on Aboriginal people drawn from the Labour Force Survey. But the survey excludes people living on reserves and populations living in very remote territories, most of whom are Inuit. What is more, it covers a limited number of observations - 10,000 households in Quebec - which leads to difficulties in interpretation, especially when the focus is on specific territories or populations. Three aboriginal groups are covered by the survey: Indians (First Nations), Métis, and Inuit. In the latter case, estimates remain unreliable, as the Territories and Yukon are excluded, as is Nunavik in Quebec. Apart from this source, recent data on the Aboriginal labor market is virtually non-existent. The 2022 Aboriginal Peoples Survey, the results of which have yet to be released, will provide valuable additional insights when it does.

The aboriginal universe can be defined in many ways. The one adopted in this document is consistent with that of the FNILMAC committee, i.e. First Nations and Inuit. Moreover, it corresponds to the government's position, as presented by the First Nations and Inuit Relations Secretariat :

In Quebec, the name Metis is not used to designate non-status Indians. To this day, the Quebec government does not recognize the presence on its territory of historic Metis communities within the meaning of the Supreme Court of Canada's Powley decision... In Quebec, the term Aboriginals designates both Inuit and Amerindians. The term First Nations refers only to Amerindians.²

Respondents' interpretations of the questions asked, including their understanding of the term's ancestry or identity, including unique identity, combined with the limitations inherent in any statistical approach. What is more, the concepts have undergone significant change in recent years, and the answers provided indicate that many people - in fact, more and more - identify with the groups and nations that make up the FNI, even if they are not officially affiliated with a First Nation, do not have Indian status under federal law, or are not members of an Inuit community. The reasons for this migration are varied. Changes to the Indian Act or its application are among them, as is a new desire to assert a sense of belonging that, in the past, people preferred to keep quiet about or were simply unaware of. Other reasons may be added to those mentioned.

2 Source : **Amerindians and Inuit** Portrait of Aboriginal Nations in Quebec 2nd edition. <http://www.autochtones.gouv.qc.ca/index.asp>
Quebec
Montreal (CMA), QC
Quebec City (CMA), QC
Saguenay (CMA), QC
Sherbrooke (CMA), QC
Trois-Rivières (CMA), QC
Ottawa - Gatineau (part of Quebec) (CMA), QC

Part One

First Nations and Inuit in Quebec and Canada, demographics and the labour market



First Nations and Inuit demographics

The issue of Aboriginal identity is complex. Statistics Canada uses 22 measures of Aboriginal identity or ancestry in its censuses. There were 380,720 Aboriginal respondents in Quebec in 2021, according to the most inclusive category including all forms of single or multiple ancestry, while FNI and Metis with a single identity numbered 193,360 individuals, about half as many. The FNI number 132,350, including 116,550 FN and 15,800 Inuit, excluding the Metis, who are not officially recognized in Quebec as a historical community on the territory. The gap between ancestry and identity is proportionately smaller in Canada as a whole, with 2,204,480 people claiming Aboriginal ancestry or identity, and 1,743,165 calling themselves FNI or Metis. For the purposes of this study, we have used the single identity category, FN or Inuit, as the criterion for including individuals in the population of both groups. As this is a count based on self-reporting by respondents, the total may diverge from other measures, such as status Indian or recognized band member. This choice has implications, as the results observed may vary significantly depending on the indicators examined, including those relating to education, the labour market or income.

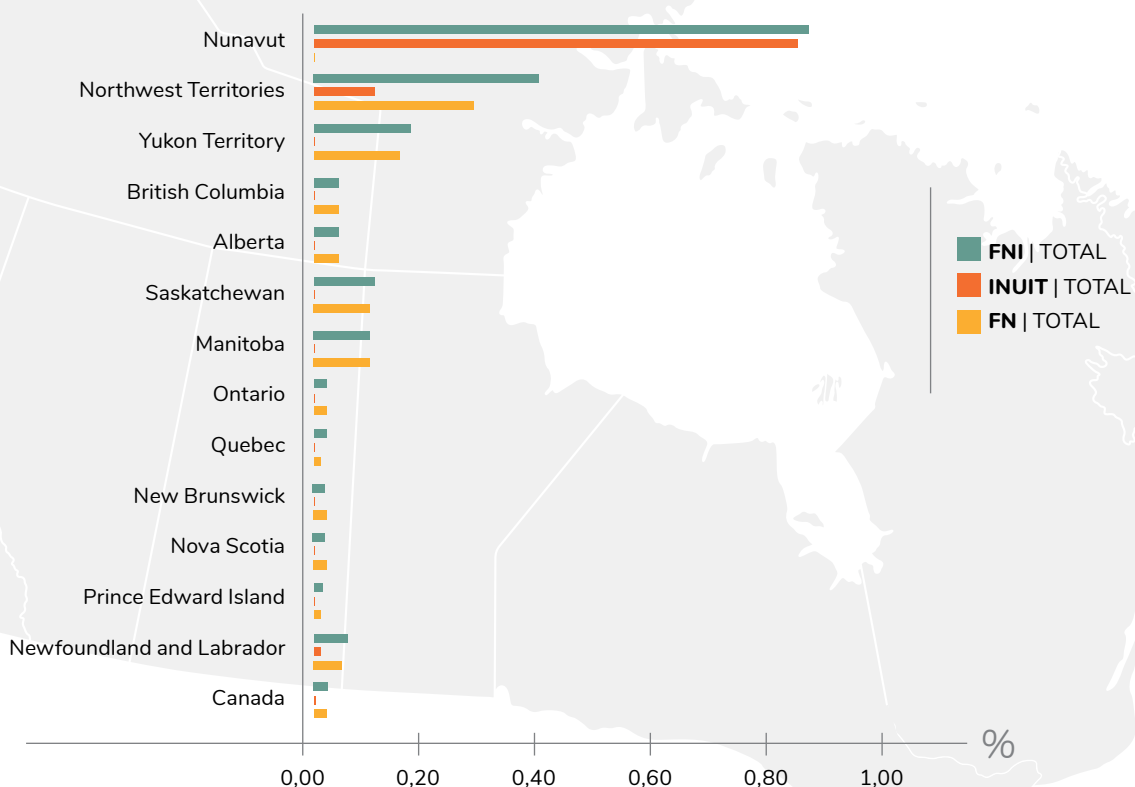
Census information differs from that obtained from other sources, including Aboriginal Services Canada (ASC) and the Secrétariat aux relations avec les Premières Nations et les Inuit du Québec (SRNPNI), for a variety of reasons, including the timing or method of collection (census self-completion or administrative information for the SAQ and SRPNI). Discrepancies can be significant, particularly in terms of place of residence. For example, the census indicates that 35,515 FN were living on-reserve in Quebec in 2021, or 30.4% of this population, and 81,040 were living off-reserve (69.6%). However, the SAC and SRPNI give us a different picture. According to these two organizations, a clear majority of FN will live on-reserve in Quebec: 60.2% in 2022, according to the SAC, and 67% in 2019, according to the SRPNI. Similar discrepancies are observed across Canada between available sources. Census data on status Indians or treaty members are closer to those of federal and Quebec institutions for FN on reserves (61,810 according to the census, 57,670 according to SAAC, 65,746 according to SRPNI). The fact that some reserves were not surveyed at all certainly helps to explain part of the discrepancy. However, off-reserve NPs would appear to be significantly more numerous according to the census. We must therefore understand that self-declaration plays a non-negligible role in the difference observed. Regardless of these disparities between sources, the trend for several years now has

been one of stronger growth in the off-reserve population, both in Quebec and elsewhere in Canada. This has many consequences, some of which affect the job market, as we shall see below.³

Quebec was home to 8,308,400 people in 2021, according to the census. FN (First Nations) made up 1.4% of the total, and Inuit, 0.2%. FNI (First Nations and Inuit) therefore represented 1.6% of the total Quebec population. This figure represents an absolute and relative increase on previous counts. Along with Prince Edward Island, Quebec is the province or territory with the lowest percentage of FNI in Canada. The FN totaled 2.9% of the Canadian population, and the Inuit, 0.2%. As can be seen from Chart 1, and Table 1 in the Statistical Appendix, the FNI share varies greatly between jurisdictions. The Northwest Territories (30.5%) and the Yukon (17.5%) have a strong FN presence. Saskatchewan (11%) and Manitoba (10.3%) are the provinces where FNs have the greatest relative weight. Inuit are clearly in the majority in Nunavut, accounting for 84.3% of the territory's inhabitants. They are also numerous in the Northwest Territories (10.3%). In Newfoundland, 1.5% of the population is Inuit, by far the highest proportion among the provinces. Elsewhere, they account for 0.1% or less of the total population, except in Quebec (0.2%).

3 Migration to urban centers dates to the 1950s in Western Canada. In Quebec, it occurred two decades later. Source Regroupement des centers d'amitié autochtone du Québec, *Urban Aboriginals: a claimed identity*, July 2006.

**CHART 1
FIRST NATIONS SHARE OF POPULATION BY PROVINCE, CANADA 2021**



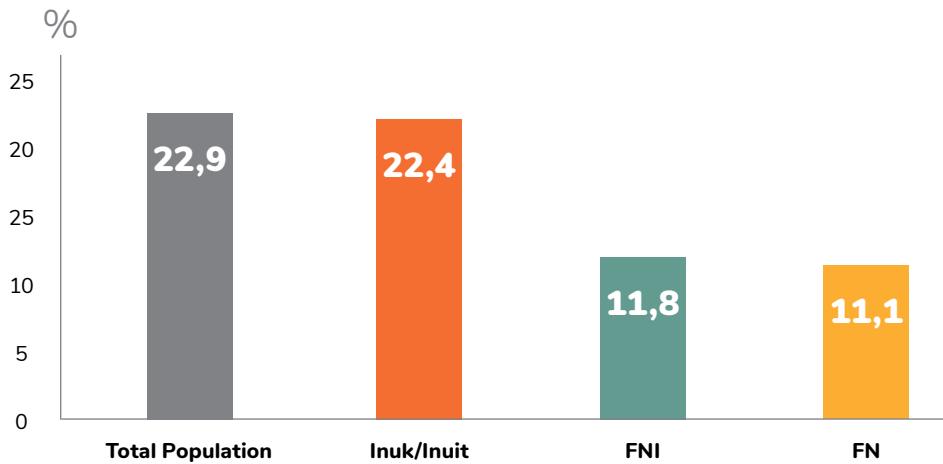
1 FNI SHARE OF POPULATION BY PROVINCE, CANADA,
SOURCE: STATISTICS CANADA, FILE 98100264.IVT

The picture changes if we consider the volume of people. Ontario has the most FNIs in Canada, with 253,340, including 251,030 First Nations people. British Columbia follows with 181,805, then Alberta (148,585) and Manitoba (135,615). Quebec ranks 5th among the provinces in terms of the number of FNI representatives, ahead of the 3 territories, Saskatchewan and the Maritime provinces. In this respect, the aboriginal presence is a major factor.



CHART 2

SHARE OF TOTAL FNI, FIRST NATIONS, AND INUIT POPULATION OF QUEBEC IN CANADA AS A WHOLE, 2021



2 SHARE OF TOTAL FNI, FIRST NATIONS, AND INUIT POPULATION OF QUEBEC IN CANADA AS A WHOLE, 2021
SOURCE: STATISTICS CANADA, FILE 98100264.IVT

Chart 2 shows that the relative weight of local Inuit in the Canadian total corresponds roughly to the ratio of the Quebec population to the country. However, Quebec's FN makes up only 11.8% of Canada's FN, about half the province's demographic weight in the federation. This is, of course, due to their over-representation in other provinces and territories. Manitoba, for example, is home to 3.6% of Canadians, but 12.9% of its FN. The proportions are much the same for Saskatchewan, at 3% and 11.6% respectively.

The increase in the proportion of FNI is due, on the one hand, to a higher birth rate and longer life expectancy, although the latter remains below that of the rest of the population. On the other hand, demographers have been observing the phenomenon of identity migration for some time now. As a result of self-declaration, people who previously did not identify themselves as having aboriginal ancestry or identity are now doing so. This behavior has been particularly marked among those who previously identified themselves as Metis. Their numbers soared in Canada, and even more so in Quebec, from one census to the next. This trend was evident among Quebec FNIs between 2016 and 2021. A combination of factors explains the remarkable fact that from 2016 to 2021, the FN group grew from 92,655 to 116,500, an increase of 25.7%, while Quebec's increase over the same period was

4.1%. Among the Inuit, the increase is 1,860 people, from 13,940 to 15,800 (13.3%).

According to Statistics Canada's demographic projections, the proportion of Aboriginals, including FNI, will continue to grow between now and 2041. The pace of growth is expected to slow, however, due to a drop in the birth rate, which will also result in an aging of the FNI population, although they will remain younger than the non-aboriginal population. If we reconcile Statistics Canada's forecasts with those of the Institut de la statistique du Québec, the relative weight of Quebec FNI would rise to 1.9% in 2041, compared with 1.6% in 2021.

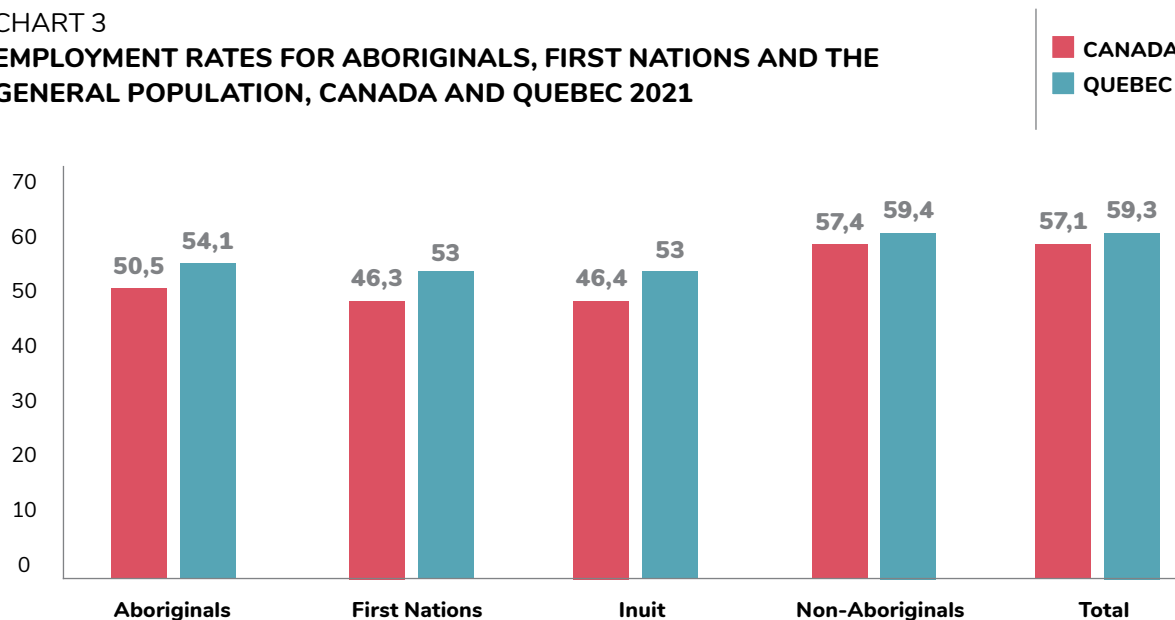
The FN population would increase from 1.4% to 1.6%, while the Inuit population would remain at around 0.2% (as data are rounded to the nearest thousand in the projections, totals differ).

To sum up, the FNI are a growing population, partly due to significant identity-based migration, and due to a more vigorous birth rate than the rest of the population, in addition to rising life expectancy. As a result, their relative weight is increasing at the same time as the absolute number of people. However, the most striking fact, to which we shall return, is that of rapid aging.

1.2 The First Nations and Inuit labour market in Canada and Quebec according to the 2021 census

Quebec's performance, better than that of all of Canada in recent years, recovered rapidly after the shock of 2020. By 2021, the main indicators of activity, employment, and unemployment rates had in practice returned to their 2016 levels, as shown in chart 3 and table 5. The employment rate for the entire Quebec population was 2.6 percentage points higher than for Canada as a whole. The difference was most pronounced among FN (6.7 percentage points, and Inuit 5.6 points).

CHART 3
EMPLOYMENT RATES FOR ABORIGINALS, FIRST NATIONS AND THE GENERAL POPULATION, CANADA AND QUEBEC 2021

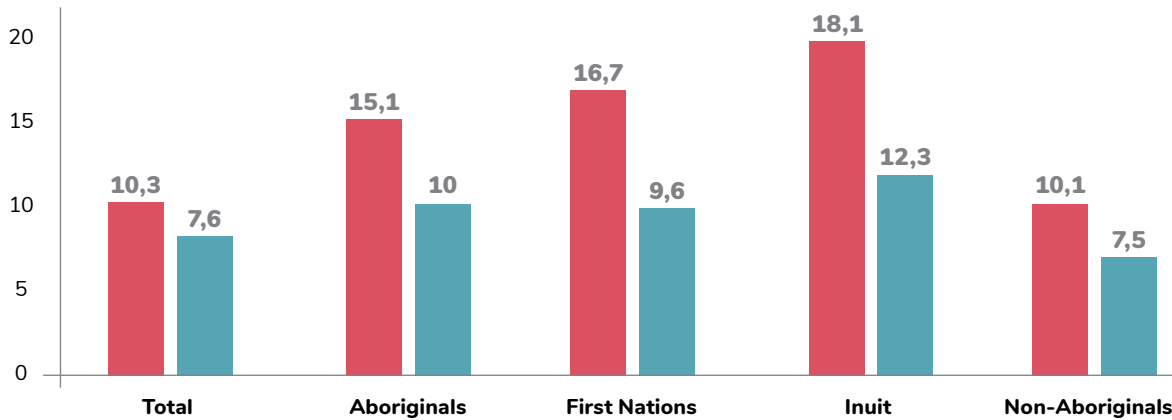


3 EMPLOYMENT RATES FOR ABORIGINALS, FIRST NATIONS AND THE GENERAL POPULATION, CANADA AND QUEBEC 2021
SOURCE : STATISTICS CANADA, CENSUS 2021, FILE 8100451.IVT

What is true for the employment rate indicator is equally true for the unemployment rate. Even though the FNI unemployment rate is even higher than that of the rest of the population, it has fallen considerably over a long period. Between 2016 and 2021, it fell from 14.7% to 10% in Quebec. The favorable gap with FNI elsewhere in Canada has widened, as on this side the decline has been 3.2 percentage points, from 18.3% in 2016 to 15.1% in 2021. Unemployment rates were significantly lower in 2021 in Quebec across all citizen groups. The difference is again most pronounced among FN (9.6% in Quebec vs. 16.7% in Canada). For Inuit Quebecers, the advantage is slightly less pronounced (12.3% vs. 18.1%), while among the non-aboriginal population, the advantage is smaller (7.5% vs. 10.1%).

GRAPHIQUE 4
**UNEMPLOYMENT RATES FOR ABORIGINAL PEOPLE, FNI AND THE WHOLE
 POPULATION, CANADA, AND QUEBEC, 2021**

■ CANADA
■ QUEBEC



4 UNEMPLOYMENT RATES FOR NATIVES, FNI AND THE GENERAL POPULATION, CANADA, AND QUEBEC, 2021
 SOURCE : STATISTICS CANADA, CENSUS 2021, FICHER 8100451.IVT

We must admit that the census data are surprising when it comes to FNIs in Quebec compared to those in the rest of Canada. A significant catch-up has certainly taken place, but it is doubtful that the favorable gap is as substantial as that revealed by the census. The LFS, while less reliable, shows virtual equality between Quebec and Canadian employment rates in recent years. These rates are more credible than unemployment rates, because they relate to larger numbers of people.

The remarkable strengthening of the Quebec job market has therefore also benefited local First Nations and Inuit. Long lagging behind the rest of Canada, in 2022 Quebec was the Canadian province with the lowest unemployment rate (4.3% annual average). Nevertheless, it is important to continue improving the FNI's participation in the workforce, both quantitatively and qualitatively. Efforts in education, initial and continuing vocational training, integration and accommodation of cultural diversity, as well as the deployment of infrastructures promoting teleworking, are among the conditions required to achieve the objective of closing the gap with non-aboriginals.



Part Two

Socio-economic and demographic characteristics of Quebec First Nations and Inuit

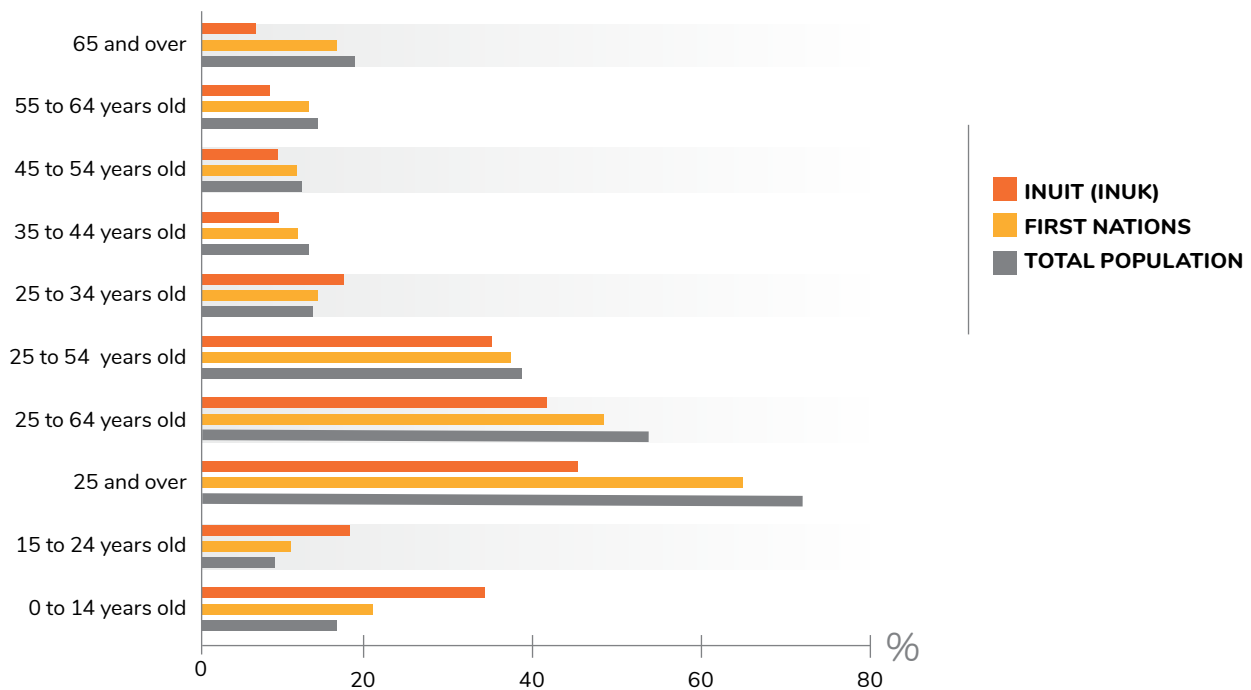
2.1 Demographics: composition, recent trends and forecasts for Québec

FNI are younger than other Quebecers. Graph 5 shows that 20.8% of FN and 34.3% of Inuit were under 15 in 2021, compared with just 16.7% of all Quebecers. At the other end of the age spectrum, they were respectively 15.6% and 5.7% in the 65+ age group, compared to 19.3% in the total population. They are also more numerous in the 15 to 24 age group, but less so in the 25 to 64 age group. Inuit are particularly young, with more than one in three under the age of 15, compared to one in 6 for the whole of Quebec. As a result, the average age is 27.7 for Inuit, 38.5 for FN, and 42 for society.

A young population, especially on reserves and in northern villages.



CHART 5
DISTRIBUTION OF TOTAL FIRST NATIONS POPULATION AND INUIT BY AGE, QUEBEC, 2021



	0 to 14 years old	15 to 24 years old	25 and over	25 to 64 years old	25 to 54 years old	25 to 34 years old	35 to 44 years old	45 to 54 years old	55 to 64 years old	65 and over	
INUIT (INUK)	34,3	18	47,7	42	34,6	15,4	9,9	9,3	7,4	5,7	%
FIRST NATIONS	20,8	13	66,2	50,6	37	13,1	12,2	11,7	13,6	15,6	
TOTAL POPULATION	16,7	10,6	72,6	53,4	38,6	12,7	13,4	12,4	14,8	19,3	

5 DISTRIBUTIONS OF TOTAL FIRST NATIONS POPULATION AND INUIT BY AGE, QUEBEC, 2021S
 SOURCE : STATISTICS CANADA, CENSUS OF 2021, FILE 98100264.IVT

A clear disparity exists among First Nations according to their place of residence. The average age of off-reserve FN is equal to that of the general population (42.1 vs. 42 years), while it is significantly lower on reserves (32.4 years), where it is close to the average age of Inuit in northern villages (27.4 years). We will return to this differentiated age structure in the analysis of labor market and income data, where it also has an impact.

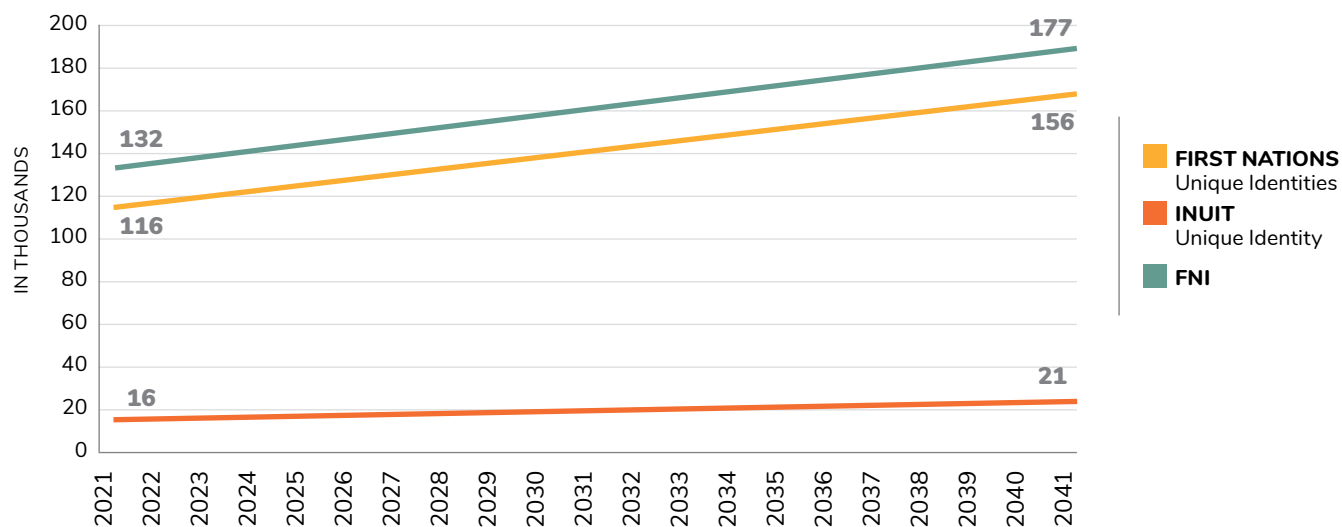
But a rapidly aging population

As elsewhere in Canada, Quebec's population is aging rapidly. The average age of the Quebec population was 41.1 in 2016. Among First Nations, it was 34.8, and among Inuit, 26.7. In 2021, the respective figures are 42, 38.5, and 27.7 years. The 3.7-year increase in the average age of First Nations people is particularly striking. This is certainly partly since people who did not identify themselves as FN in 2016 are doing so in 2021, and have a profile that is very similar to that of non-aboriginals.

Demographic forecasts from Statistics Canada predict both significant growth in the Aboriginal population over the coming decades, and aging. In the average scenario studied, the FN population would increase by 34% between 2021 and 2041, and the Inuit by 31.2%. These rates exceed those envisaged for the population so that the relative weight of the FNI would rise from the current 1.6% to 1.8% or 1.9%, depending on the assumption adopted. Chart 6 shows the projections associated with the medium scenario.

CHART 6

FNI DEMOGRAPHIC PROJECTION, QUEBEC, MEDIUM GROWTH SCENARIO



6 FNI DEMOGRAPHIC PROJECTION, QUEBEC, MEDIUM GROWTH SCENARIO

Statistics Canada, population projections, file 17100104401-eng

The number of people aged 65 and over, currently 12.3% of FNI, would rise to 17.5% during this period. Their numbers would then double, from 16,000 now to 31,000 in 2041. Such a scenario, if confirmed, will have a major impact on the need for adapted housing, healthcare, homecare, etc. As for the under-15s, their numbers will increase modestly, from 31,000 to 35,000, so that their relative weight will fall from 23.7% in 2021 to 19.8% in 2041. As a result, the growth in their needs is likely to be lower than for the elderly.

The projected increase among Quebec FN with status or treaty Indian status is 17.5% between 2021 and 2041. By contrast, it is 67.6% for those without status or not covered by treaties. The dynamics are therefore very different. It is also in line with the trend towards higher growth in CMAs, even among status and treaty Indians (10.7% growth on reserves, 28.6% in CMAs). Over the same period, growth among non-registered, non-treaty Indians living in CMAs is estimated at 75 %.⁴ We are

therefore projecting a significant change in composition and place of residence, in addition to that affecting the age pyramid. As a result, the picture for FN will be very different in 2041 from what it is today, if these projections are to be believed. For the Inuit, location will not change significantly, nor will membership, by any measure. However, the Inuit population will grow by 40% between now and 2041, outpacing both the FN and the total population, and creating major and growing challenges for both young and old. We should not forget, however, that on-reserve FNs share some of these challenges.

Stronger growth among FNs without status or treaty Indian status

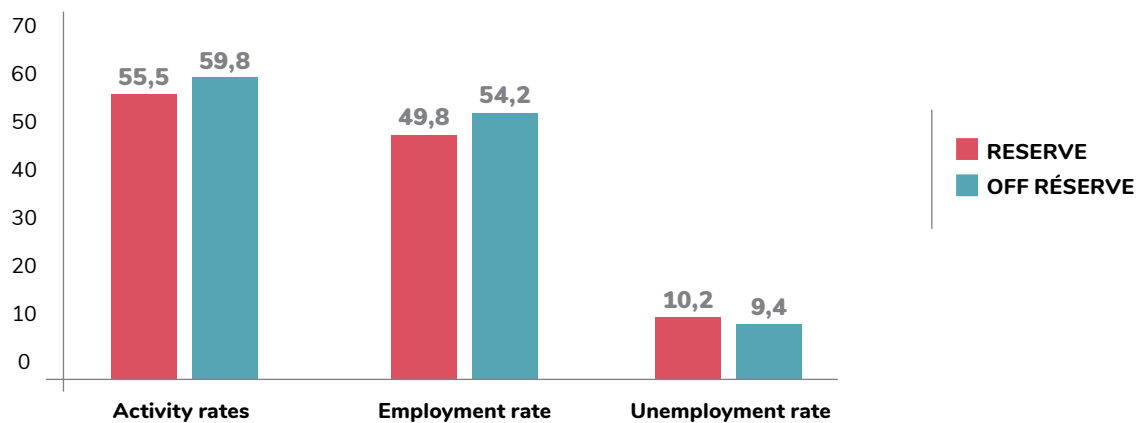
⁴ Statistics Canada, file 17-10-0145-01, released October 6, 2021..

2.2 Place of residence

Several observations have already been made concerning place of residence. Firstly, there are assignment discrepancies between census data and data from other sources. Secondly, in the case of the FN, but not the Inuit, the off-reserve population is growing faster than the on-reserve population. Finally, the off-reserve population is significantly older. These characteristics influence the situation on the labor market. Differentiated schooling, as well as residence in a census metropolitan area (CMA) or census agglomeration (CA), have a significant impact on the labour market.)⁵ are also important factors in terms of activity, employment, unemployment and income.

CHART 7

ACTIVITY, EMPLOYMENT AND UNEMPLOYMENT RATES FOR FIRST NATIONS ON AND OFF RESERVE, QUEBEC 2021



7 ACTIVITY, EMPLOYMENT AND UNEMPLOYMENT RATES FOR FIRST NATIONS ON AND OFF RESERVE, QUEBEC 2021

Statistics Canada, 2021 census, file 98100423.ivt

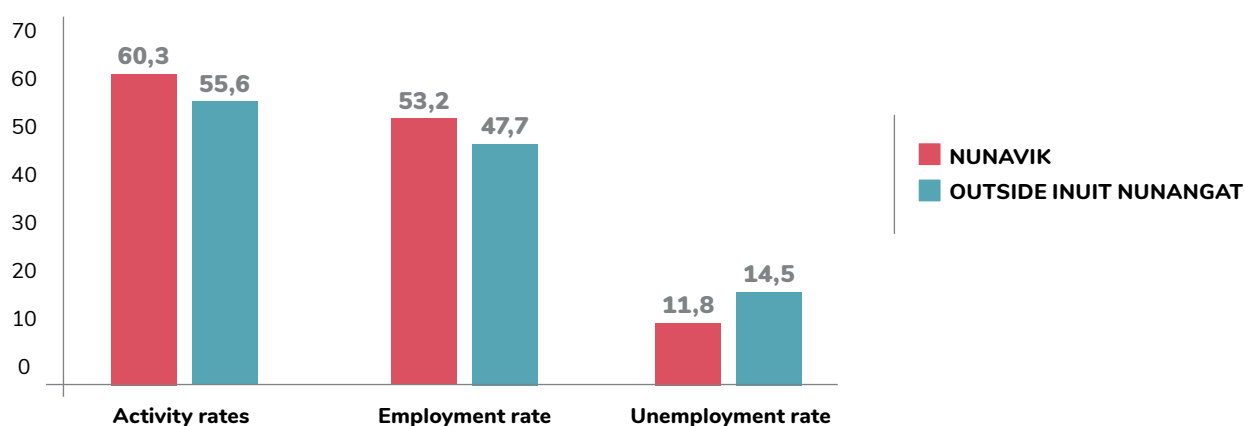
All three indicators are better for off-reserve residents. However, the improvement has been more marked in recent years for on-reserve residents. When age structure is considered, the picture is somewhat different, as can be seen in Appendix Table 4. The 15+ age group has much lower employment rates than the 25-54 age group, which is considered the core of the labour market. People aged 15 to 24, and those over 55, have more limited participation. As we have seen, younger people are over-represented on reserves and in northern communities, which has a negative impact on employment rates. Added to this is the lower educational attainment of residents of FNI communities. Table 9 also shows that, in addition to age, level of education has a major influence on access to employment, both within and outside FNI villages and communities. The gap in employment rates between high school graduates and non-graduates is generally more than 20 percentage points, regardless of location, age group or whether they are FN or Inuit. These two elements combined, namely a distinct age configuration and lower educational attainment, are significant determinants of lower scores within FNI communities. We will look at a third factor later in the text, namely place of residence in terms of distance from major population centers.

5 A census metropolitan area (CMA) or a census agglomeration (CA) is made up of one or more adjacent municipalities located around a population center (also called the core). A CMA must have a total population of at least 100,000, and its core population must be at least 50,000. A CA must have a core population of at least 10,000. To be included in a CMA or CA, other adjacent municipalities must have a high degree of integration with the core, as determined by the percentage of commuters based on previous census data on place of work. Source: <https://www150.statcan.gc.ca/n1/pub/92-195-x/2011001/geo/cma-rmr/def-fra.htm> <https://www150.statcan.gc.ca/n1/pub/92-195-x/2011001/geo/cma-rmr/def-fra.htm>

It should be remembered once again that the years 2020, and to a lesser extent 2021, are atypical due to the pandemic. Certain differentiated elements of the economic structure have undoubtedly influenced the results observed. For example, public employment is generally higher on reserve than off reserve, whether in administration, health, social services, or education. However, these sectors were less affected by job losses than others, such as accommodation, catering, and retail, which are more prevalent off the reserve.

CHART 8

ACTIVITY, EMPLOYMENT, AND UNEMPLOYMENT RATES FOR INUIT, NUNAVIK, AND OUTSIDE NUNAVIK, QUEBEC, 2021



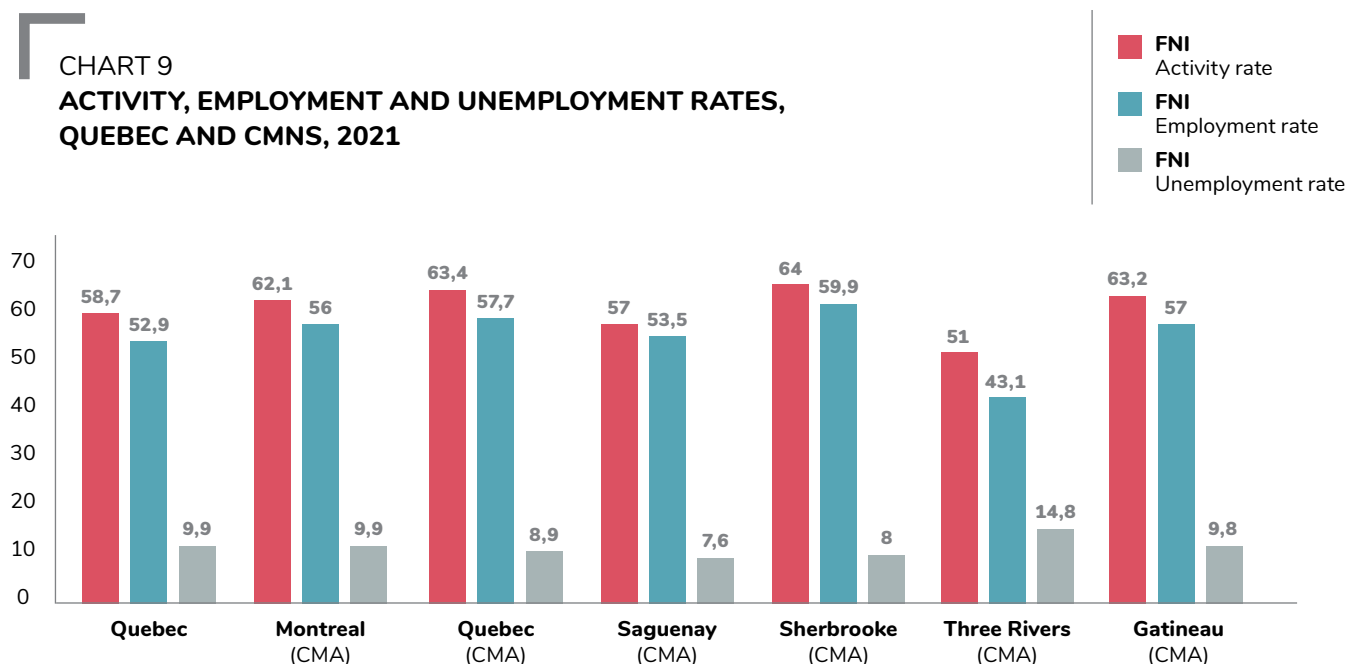
8 ACTIVITY, EMPLOYMENT AND UNEMPLOYMENT RATES FOR INUIT, NUNAVIK AND OUTSIDE NUNAVIK, QUEBEC, 2021
 Statistics Canada, File 98100423.lvt

Among the Inuit, Nunavik residents fare better than non-residents. But since the numbers involved are small, margins of error or random fluctuations can be significant. The differentiated composition by age group or education may well explain the advantageous gap observed among residents. It may also be that the stronger presence of public-sector economic activities favors Inuit employment in Nunavik, while less widespread knowledge of French serves Inuit outside their communities. These are hypotheses to be explored.

Whether you live in a CMA, CA, or outside an urban area, is another aspect of the residential question that influences employment prospects.⁶ If we compare the situation in Quebec with that of its six CMAs, we see that the employment rate for First Nations is higher in five of them than in the province. Only FN people living in the Trois-Rivières CMA have a lower employment rate. Data is less reliable for the Inuit, due to the low number of observations. Despite the above, it appears that the general improvement in the Quebec labor market has spread over a large part of the territory, even in rural or semi-rural areas that were in greater difficulty in previous decades.

⁶ See note 10 for definitions of CMA, census metropolitan area, and CA, census agglomeration, in the lexicon used by Statistics Canada during the census.

CHART 9
ACTIVITY, EMPLOYMENT AND UNEMPLOYMENT RATES,
QUEBEC AND CMNS, 2021



9 ACTIVITY, EMPLOYMENT AND UNEMPLOYMENT RATES, QUEBEC AND CMAS, 2021

Source: Statistics Canada, file 98100423.ivt

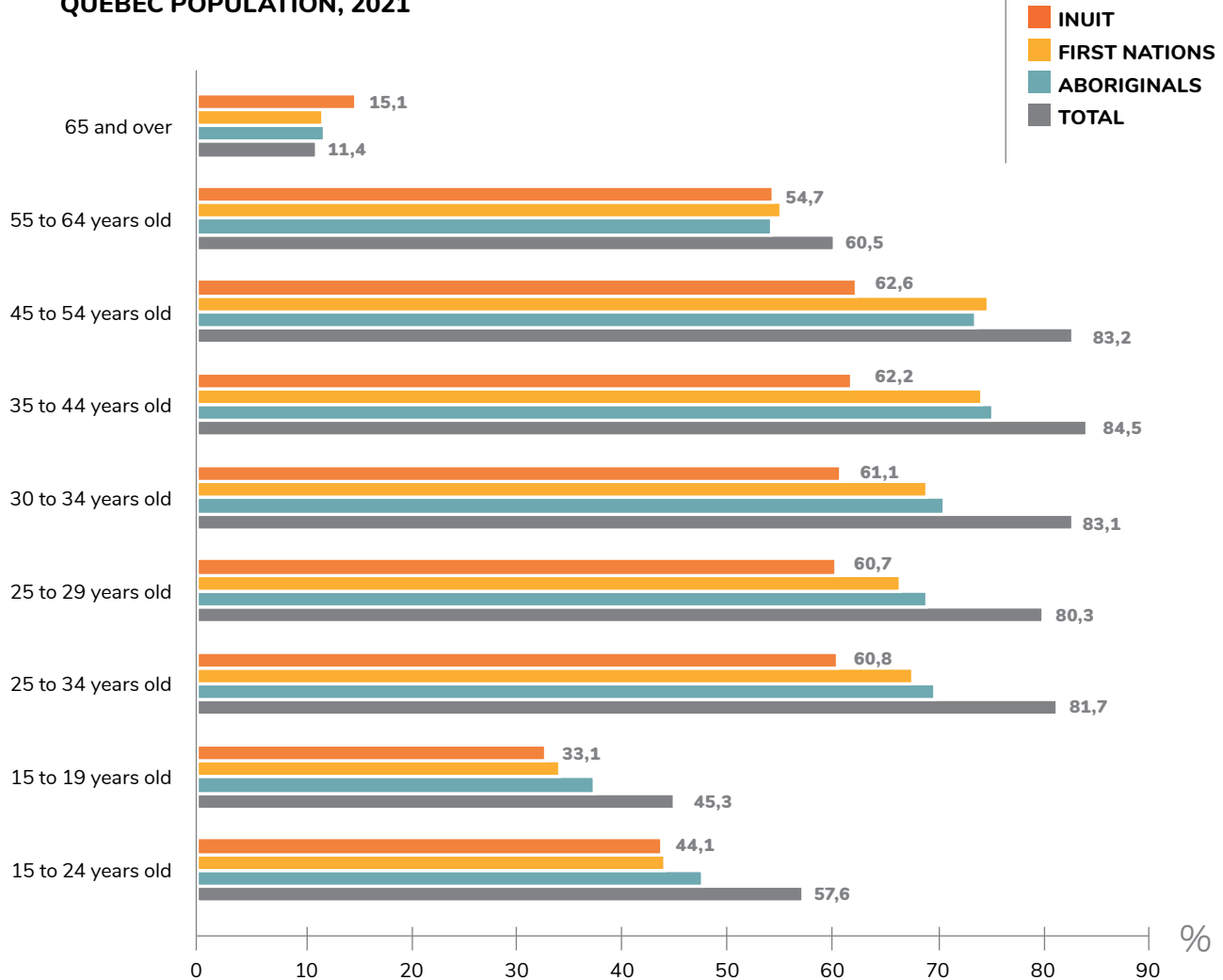
2.3 Age groups

Cohorts are distinguished from each other within the working-age population. The official Statistics Canada definition includes all persons aged 15 and over. However, there are significant differences within this age range. Younger people, such as 15–19-year-olds, and to a lesser extent 20–24-year-olds, have a reduced presence on the labour market, as a large proportion of them are still studying or in the process of integration, which often requires a certain period of adjustment. Those who have left school for good are often poorly educated, which affects their participation. Participation is highest in the 25 to 54 age group. It begins to decline thereafter, even though the activity and employment rates observed for older people have increased in recent years.

As the FNI population is generally younger, this has an impact on the labor market. Tables 10 and 11 show that FNI are proportionally more numerous, but their presence on the labor market is less, and their unemployment rate is higher than that of older cohorts. This observation applies first and foremost to the 15-19 age group. But it is also true that the unemployment rate among 20–24-year-olds far exceeds that of their elders. However, the FN situation is closer to that of the general population than that of the Inuit. The FNI does, however, have a demographic advantage. FN (46.7%) and Inuit (52.7%) are more concentrated in the 25-54 age group, the heart of the labor market than the total population (46.3%). This does not prevent the indicators from being unfavorable to them, in terms of activity, employment, and unemployment. The FN have an employment rate of 53%, but it is 72.4% among those aged 25 to 54, compared with 83.4% among non-aboriginals. Inuit are 52% employed overall, and 61.6% in the 25-54 age group. The share of the inactive population in this cohort is similarly uneven (11.6% in the total population, 21.6 among FN, and 30.3% among Inuit).

The significantly higher proportion of people aged 65 and over in the overall population has the effect of limiting the gap between FNI and non-Aboriginal people. Although labour force participation declines with age in all groups, the fact that there are fewer people aged 65 and over in percentage terms, especially among the Inuit, but also among the FN, means that the performance gap is significantly reduced when looking at the working-age population.

**CHART 10
EMPLOYMENT RATES FOR ABORIGINAL, FIRST NATIONS, INUIT AND QUEBEC POPULATION, 2021**



10 EMPLOYMENT RATES FOR ABORIGINAL, FIRST NATIONS, INUIT AND QUEBEC POPULATION, 2021
Source: Statistics Canada, table 98-10-0451-01

It can be concluded from this review that the relative youth of the FNI is an asset in an aging population facing a major labour shortage challenge. In this context, which is expected to persist for some time, First Nations and Inuit will take full advantage to consolidate the gains they have made in recent years. Employers and public authorities have every interest in recognizing their potential and their contribution to solving Quebec’s omnipresent labour shortage problems.

2.4 Gender

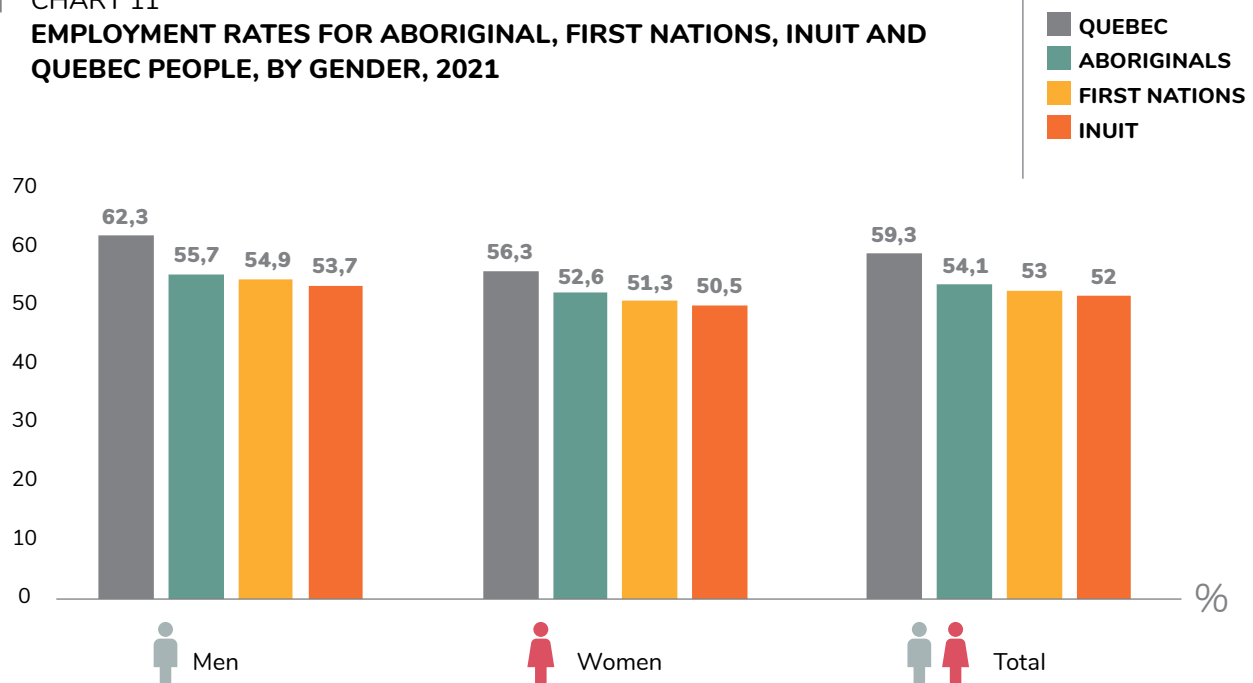
The dynamics of the labor market have been profoundly altered since the 1970s by the increased and continuing presence of women. Gradually, it has also become apparent that their advances in education have had a considerable impact on the composition of the workforce and the skills available. Graph 11 shows employment rates by gender for FNI and the total population. The gap in labor market participation is narrowing. In fact, when education and age are considered, the differences are small. For example, in the 45-54 age group with a post-secondary degree, non-aboriginal men have an employment rate of 89.3% and women 86.7%. Among FN people, the respective rates for men and women are 84.6% and 83.9%. Again, small numbers make the data less reliable for Inuit.

By 2021, women accounted for 48.1% of the workforce in Quebec, 48.1% of the employed, and 47.4% of the unemployed. They had therefore almost reached parity with their male counterparts. For FNIs, women contributed more to the labor market than men, accounting for 50.8% of participants, 51.1% of those employed, but also 52.4% of the unemployed among FNs. Their activity and employment rates were close to those of men, while their unemployment rate was lower (9.1% vs. 10.1% for their male colleagues). The corresponding figures for Inuit were 50.3%, 50.8%, and they accounted for only 47.7% of the unemployed. The Inuit unemployment rate was also lower than that of men (11.6% versus 13.1%).

The statistics presented in graph 11 cover all educational levels of the groups, as well as all ages. When education is considered, a wider gap emerges. FNI women suffer more than their male counterparts from a lack of educational qualifications, as do their non-aboriginal counterparts. Their indicators are significantly worse than those for men. On the other hand, among those with higher levels of education, women are approaching or even surpassing men, particularly in the cohorts where people are most active in the labor market.

CHART 11

EMPLOYMENT RATES FOR ABORIGINAL, FIRST NATIONS, INUIT AND QUEBEC PEOPLE, BY GENDER, 2021



11 EMPLOYMENT RATES FOR ABORIGINAL, FIRST NATIONS, INUIT AND QUEBEC PEOPLE, BY GENDER, 2021

Source : Statistics Canada, file 98100451

Graph 12 shows that both FNI and non-FNI women aged 35 to 44 and 45 to 54 are more active than men, except for Inuit women aged 35 to 44, who are less active than their counterparts, and FN women aged 45 to 54, whose employment rate is equal to that of men.

CHART 12

EMPLOYMENT RATES FOR POST-SECONDARY CERTIFICATE, DIPLOMA OR GRADE HOLDERS, QUEBEC, 2021



12 EMPLOYMENT RATES FOR POST-SECONDARY CERTIFICATE, DIPLOMA OR GRADE HOLDERS, QUEBEC, 2021

Source : Statistics Canada, file 98100451

The positive repercussions of the study are clear to see. This is even more striking among women, regardless of ethnic origin. The combination of increased female employment and education accounts for an essential part of the transformation of the Quebec labor market over the past three decades at least. Among other things, these two factors have largely offset the effects of the slowdown in labour supply over the past few years and will continue to do so for the most part in the years to come.⁷

⁷ Institut du Québec, Labour scarcity in Quebec: an action plan to transform imbalances into opportunities, November 2021.

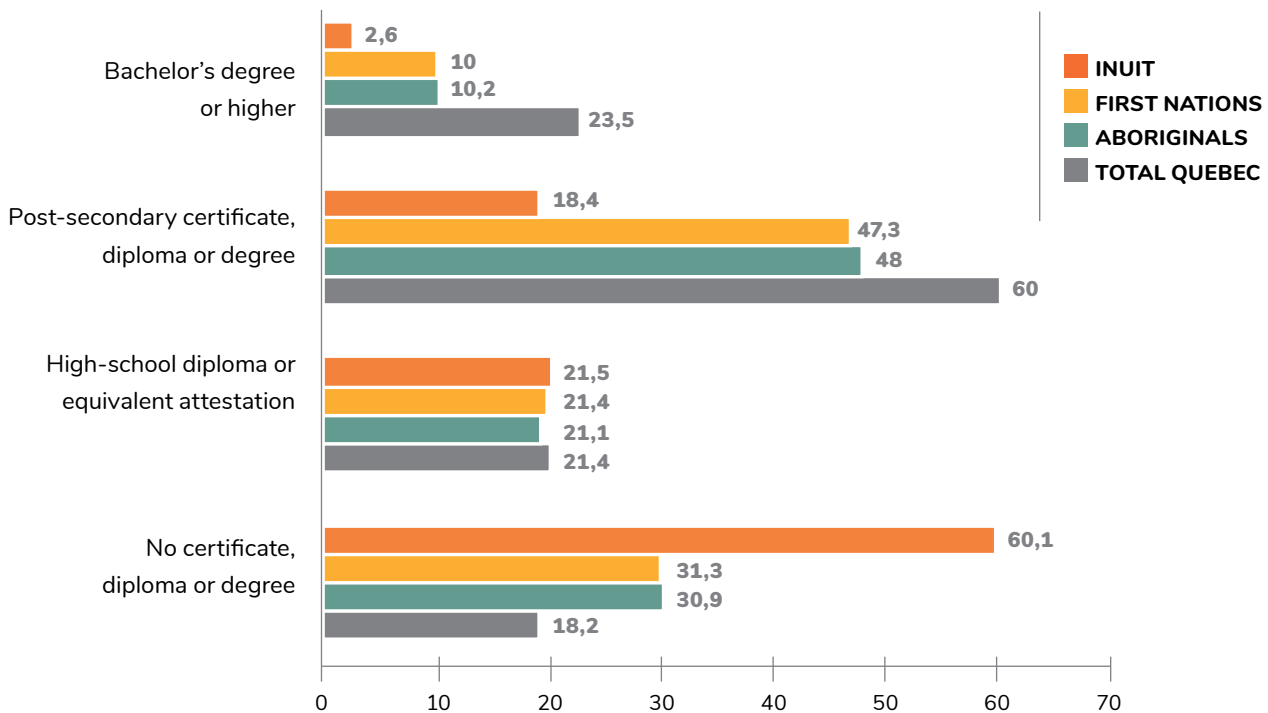
2.5 Education level

The marked differences in activity, employment, and unemployment rates favoring the better educated apply to both sexes. However, we note that men without diplomas fare better than their female counterparts in the same situation, both among FNI and other Quebecers. The cost of a low level of education is therefore greater for women, or conversely, the gain associated with further education is greater for them than for men. The FNI are still lagging in this respect, but on the one hand this lag is tending to diminish, and on the other hand the differences within groups as a result of education are greater than those between groups. In 2021, the biggest gaps will be at both ends of the continuum. Three out of five Inuit had no diploma (60.1%). This compares with three in ten (31.3%) First Nations people, and less than one in five in the general population (18.2%). At the other end of the scale, only one Inuit in forty (2.6%) had a university degree, one in ten FNI (10%), and nearly one in four Quebecers (23.5%) aged fifteen and over. The situation improves, however, among younger cohorts. Only one in five (21.7%) of FN aged 35 to 44 had no grade. Among Inuit, the rate is certainly high (51.4%), but it is almost ten percentage points lower than for the working-age population.

Among FN women in the same age group, 35 to 44, 18.9% had no diploma, compared with 24.8% of men. Among Inuit aged 25 to 54, women without a high school certificate accounted for 51.8% of the group, and men for 55.5%. This broader Inuit age group was chosen to provide a more reliable statistic, given the observations available.

CHART 13

DISTRIBUTION OF THE TOTAL POPULATION, ABORIGINAL, FIRST NATIONS AND INUIT AGE 15 AND OVER, BY EDUCATION, QUEBEC, 2021



13 DISTRIBUTION OF THE TOTAL POPULATION, ABORIGINAL, FIRST NATIONS AND INUIT AGE 15 AND OVER, BY EDUCATION, QUEBEC, 2021

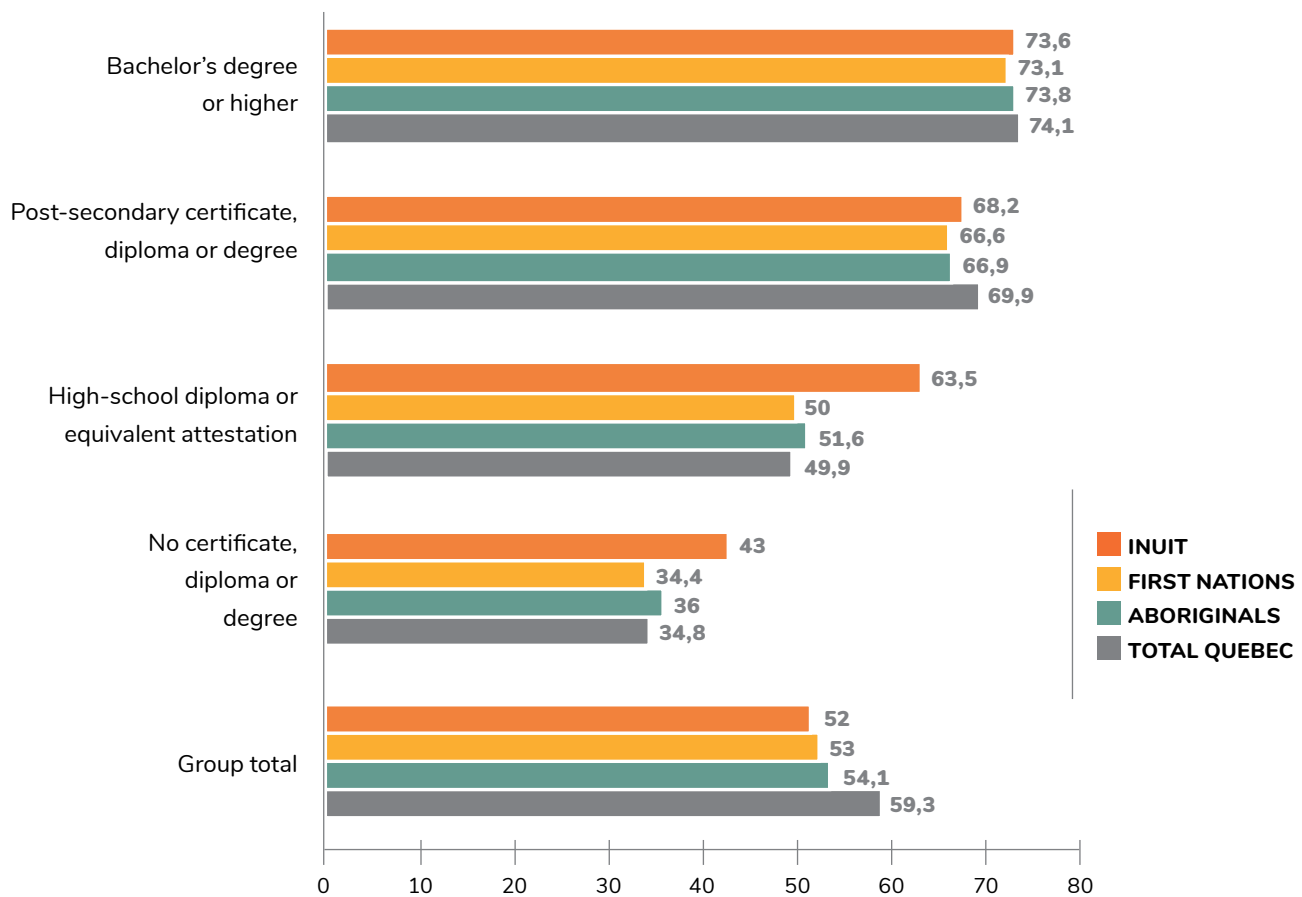
Source: Statistics Canada, file 98100451.ivt

Table 14 in the appendix highlights the effects of education on the job market. We see an employment rate inequality of nearly 15.1 percentage points for non-aboriginals between those with no certification and those with one. Post-secondary education brings a significant additional advantage. The gain associated with a diploma is 15.5 among FNs, and rises to 32.1 points when the individual holds a post-secondary certificate or diploma. The favorable gap is 20.5 percentage points for Inuit, rising to 25.1 points for post-secondary education. An age effect widens the gap between education levels, as older people, with generally lower levels of education, are also naturally less present on the labor market. But the benefits of training remain significant for all ages. For example,

among FN people aged 35 to 44, the employment rate is 22.3 percentage points higher for those with a high school diploma, and rises to 39.1 percentage points higher for post-secondary education than for those without a degree. As the numbers are smaller for Inuit, comparable statistics are less reliable, but it still seems that the differences are significant within the different cohorts. Census data also highlight the fact that the benefits of schooling are greater, at least for FN people than for non-aboriginals, even if they are appreciable for them as well.⁸

CHART 14

EMPLOYMENT RATES FOR TOTAL, ABORIGINAL, FIRST NATIONS AND INUIT POPULATION AGE 15 AND OVER, BY LEVEL OF EDUCATION, QUEBEC, 2021



14 EMPLOYMENT RATES FOR TOTAL, ABORIGINAL, FIRST NATIONS AND INUIT POPULATION AGE 15 AND OVER, BY LEVEL OF EDUCATION, QUEBEC, 2021S

Source: Statistics Canada, file 98100451.iwt

14 Statistics Canada, Labour force status by the highest level of education, Aboriginal identity, age, and gender: Canada, provinces and territories, census metropolitan areas and census agglomerations including parts, file Scol_Act_Sex_RMR_98100451.iwt

Table 15 confirms the increased benefits of schooling for women. When they have no diploma, their employment rate is lower than that of men, at least within the most active cohorts, but as soon as they obtain a diploma, the gap narrows or they become more active than their male counterparts. This is as true for FNI as it is for non-aboriginals. Clearly, educational attainment is a major, and probably the most substantial, determinant of labour

market participation and benefits, for all age groups. Nations and genders studied. It is possible that the critical shortage of manpower will somewhat attenuate the advantage of schooling in the future, but it is certain that it will continue to bring significant employment benefits, including access to higher pay, more stable positions and better career prospects.



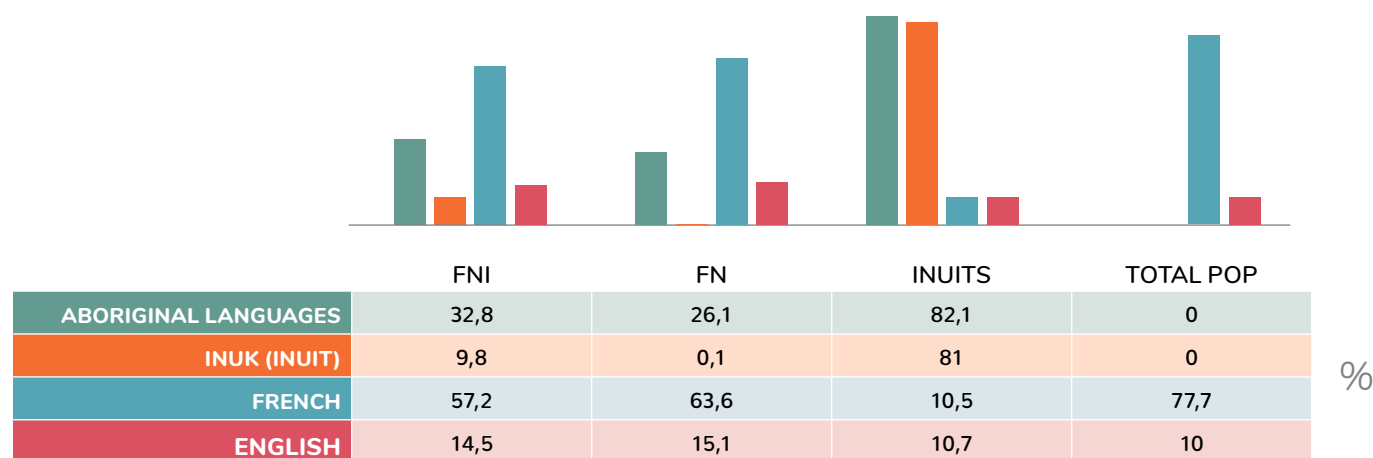
2.6 Language

In Quebec, the issues associated with the mother tongue, as well as the language of common use and work, are well understood. FNI faces a particular challenge when it comes to school and, where applicable, employment. Members of FNI communities rarely, if ever, have the option of being unilingual, as their English- or French-speaking fellow citizens more often do. And while bilingualism is an asset in many respects for their compatriots, including when it comes to employment, for FNI the challenge frequently becomes that of trilingual when they assimilate the language of their people from childhood.

Chart 15 shows that over a quarter of FN (26.1%) have an Aboriginal mother tongue. More than four out of five Inuit (82.1%) learn Inuktitut at the outset. French is the mother tongue of almost two-thirds of FN (63.6%), and English of 15.1%.⁹ An almost equal percentage of Inuit speak French (10.5%) or English (10.7%). Even in a context where the native idiom is alive and well in a community, schooling is at least partly in French or English. This requirement is becoming unavoidable for advanced studies. At a time when learning a language other than the one in which one grew up is a considerable effort, it's easy to understand the scale of the challenge facing FNI. Eager to preserve their language, and in some cases revive it, they must at the same time master one or two other idioms that will enable them to communicate and work with their fellow citizens or with the rest of the planet. This requirement, along with the perception that school does not reflect their culture and concerns, can no doubt explain the low school enrolment of many of them.

CHART 15

DISTRIBUTION OF FNI, FIRST NATIONS, INUIT AND TOTAL POPULATION BY MATERNAL LANGUAGE, QUEBEC, 2021



15 DISTRIBUTIONS OF FNI, FIRST NATIONS, INUIT AND TOTAL POPULATION BY MATERNAL LANGUAGE, QUEBEC, 2021

Source: Statistics Canada, table 98-10-0272-01

The language most often used at work indicates that this challenge of mastering at least one language other than the mother tongue is very real for many FNI. (Coming soon, summer 2023)

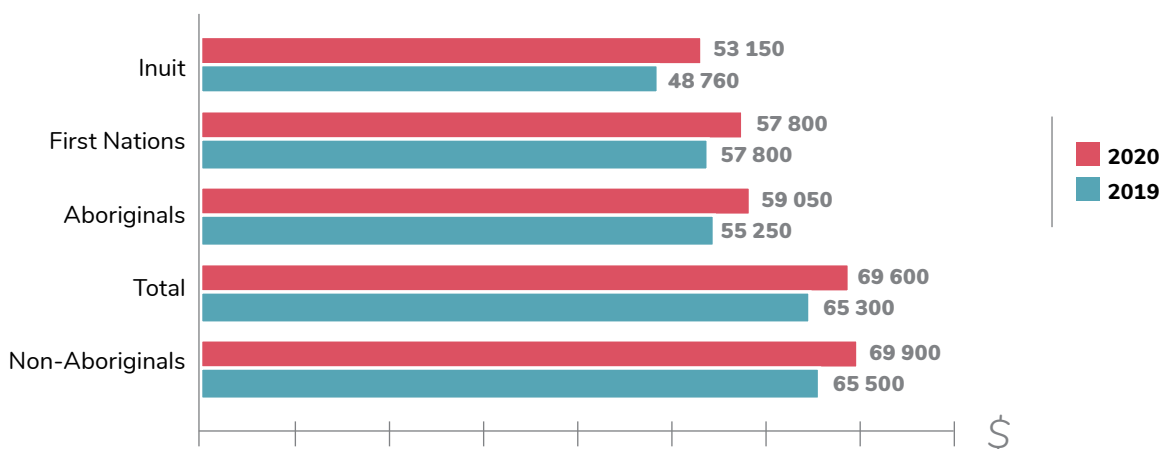
⁹ Let us not forget that the non-participation of certain FN communities has the consequence of overestimating the proportion of Francophones among them, and therefore underestimating the share of Anglophones.

2.7 Working hours and income

Employment income depends on the hourly or weekly wage, and the time worked. Lower FNI earnings are a combination of these two factors. Figure 16 shows the median and average earnings of people who worked in 2020 in 2019 and 2020. The latter year was atypical due to the pandemic. Employment income was boosted by the Canada Emergency Benefit (CEB), which was often more generous for low- and middle-income earners than they would have received from a job under normal conditions. Part-time and seasonal workers benefited, as did the temporary provisions applied to employment insurance.

CHART 16

AVERAGE ANNUAL INCOME FROM EMPLOYMENT, FULL- YEAR WORKERS, QUEBEC, 2020



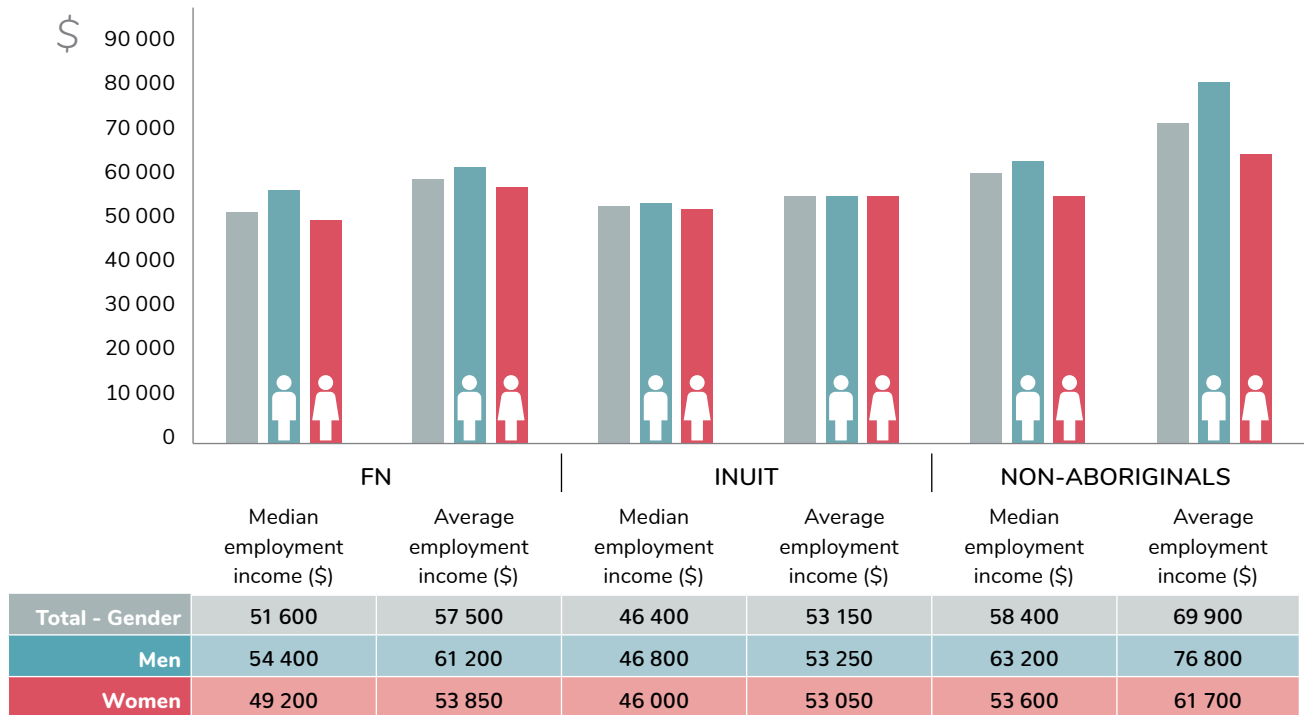
16 AVERAGE ANNUAL INCOME FROM EMPLOYMENT, FULL- YEAR WORKERS, QUEBEC, 2020

Source: Statistics Canada, file 98100427.iwt

The average income of Inuit who worked full-time was 76% of that of non-aboriginals in 2020. For FN, the corresponding percentage was 82.7%. Note that, for some statistics at least, the gaps between men and women within the three groups are greater than those between the groups. Chart 17 shows, for example, that non-aboriginal men who worked full-time in 2020 had a median income of almost \$10,000 (\$9,600) higher than that of non-aboriginal women. The gap between non-aboriginal and First Nations men was \$8,800 in the same year. There are many explanations for these discrepancies, and they do not necessarily refer to gender or ethnic discrimination, which are undoubtedly still present. Age, experience and subsequent length of employment, weekly hours worked, rate of unionization, education, field of study, occupation, and sector of activity are among the other factors involved in these pay discrepancies. What is more, these ratios do not tell us anything about living standards, because they do not

take into account costs, which vary considerably depending on location, nor do they take into account other crucial factors, such as the presence or absence of sufficient quality public services, or family status. To arrive at a meaningful measure of well-being or quality of life, we, therefore, need to supplement them with indicators for housing, food, and other important consumer basket or collective expenses. And since we are talking about averages, these numbers hide sometimes marked discrepancies. As a rule, an average income is pulled upwards by the highest earners and does not reflect the situation of the greatest number. The median income is more representative of the condition of the majority. In 2020, this employment income was \$30,400 for FN, \$23,600 for Inuit, and \$36,000 for non-aboriginals. Median income tends to be more egalitarian than average income between men and women among FN, but not among Inuit and non-aboriginals.

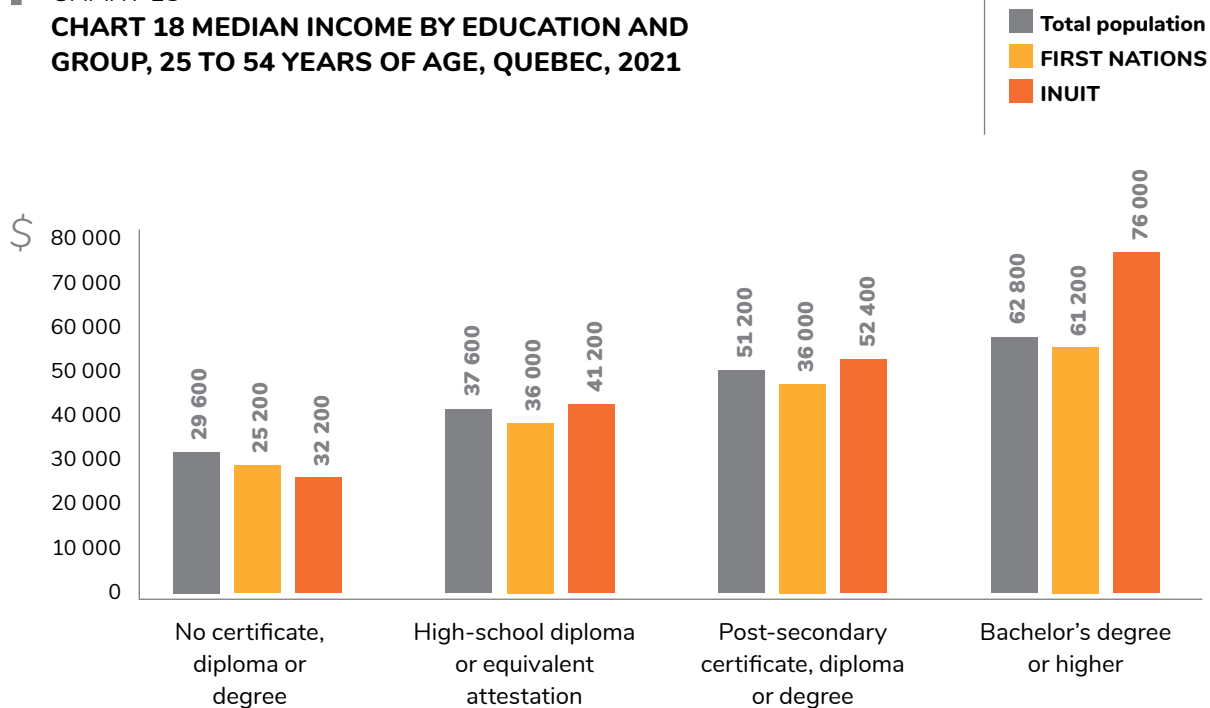
CHART 17

MEDIUM AND AVERAGE EMPLOYMENT INCOME, FULL-TIME, YEAR-ROUND WORK, QUEBEC 2020

17 MEDIUM AND AVERAGE EMPLOYMENT INCOME, FULL-TIME, YEAR-ROUND WORK, QUEBEC 2020

Source: Statistics Canada, file 98100427.iwt

Chart 17 shows the earnings of those who worked full-time all year round. These incomes are naturally higher than those shown in Chart 16 since the latter includes all possible work situations, including part-time. Once again, there are differences between groups and between the sexes within each group. The median income, and even more so the average income of non-aboriginal men who have worked full-time all year round, stands out as much from that of women in this group as it does from that of men, and even more so from that of FN and Inuit women. This reflects the greater presence of these men in the most highly-paid jobs in certain economic activities and professions, which has the effect of pulling up their average earnings.

CHART 18
CHART 18 MEDIAN INCOME BY EDUCATION AND GROUP, 25 TO 54 YEARS OF AGE, QUEBEC, 2021



18 MEDIAN INCOME BY EDUCATION AND GROUP, 25 TO 54 YEARS OF AGE, QUEBEC, 2021

Source: Statistics Canada, File 98100427.Ivt

Education has a major influence on earned income, not only in terms of higher wages but often also in terms of longer annual employment. Graph 18 shows that university graduates earn more than twice as much as those with no qualifications. The difference is even greater for FNI. For Inuit, the ratio is more than triple (23,200 without a certificate, versus 82,000 with a university degree).

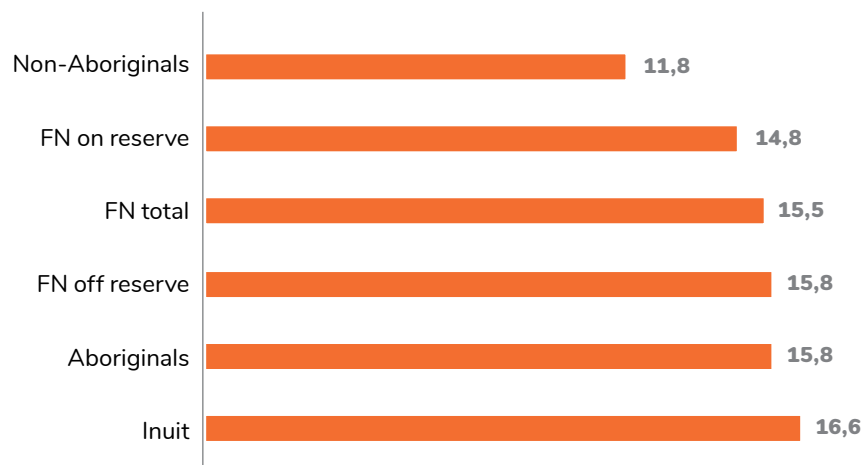
Once again, the absence of a diploma is more detrimental to women's income. For example, male FNs earn \$28,400, while women earn only \$21,000 (73.9% of a man's income). With a university degree, a male FN earns an average of \$71,500, and a female FN \$58,400. A significant gap remains, but the ratio is reduced to 81.7%. We are talking here about annual income, whether full-time or not. When full-time, full-year work is considered, the differences between groups and genders tend to diminish. Thus, a FN university graduate earns 85.1% of a FN graduate, or \$69,000, and 93.9% of a non-Native graduate.

In short, schooling and full-time, year-round work are factors that equalize pay not only by gender but also by ethnicity, despite residual differences.

2.8 People with low incomes

CHART 19

PERCENTAGE OF THE POPULATION BELOW THE LOW INCOME THRESHOLD AFTER TAX, QUEBEC, 2021



19 PERCENTAGE OF THE POPULATION BELOW THE LOW-INCOME THRESHOLD AFTER TAX, QUEBEC, 2021

Source : Statistics Canada, File: 98-10-0283-01

The incidence of low income is even higher today among FNI than in the rest of the Quebec population. In 2020, it was 3 percentage points higher among FN on-reserve, 4 points higher among FN off-reserve, and 5 points higher among Inuit. These percentages are significantly lower than in 2015, at least among FN. In this group, the decline would have been at least 8 percentage points (23.9% of this group would have been low-income in 2015 according to the 2016 census). On the other hand, it would have increased among the Inuit (15.1% in 2015), which is surprising at first glance, given the significant income support measures stemming from COVID-19. For the Quebec population, the incidence of poverty fell by 2.8 percentage points between the two censuses. This decline in low income does not appear to be exclusively linked to one-off support measures during the pandemic. Another Statistics Canada source, whose methodology is independent of that of the census, also shows a steady decline over the last decade. However, this source also indicates that it would have been very marked in 2020, the latest year available to date.¹⁰ These results may be due to the concomitant improvement in the labor market during these years. Unfortunately, this Statistics Canada source does not provide FNI-specific data.

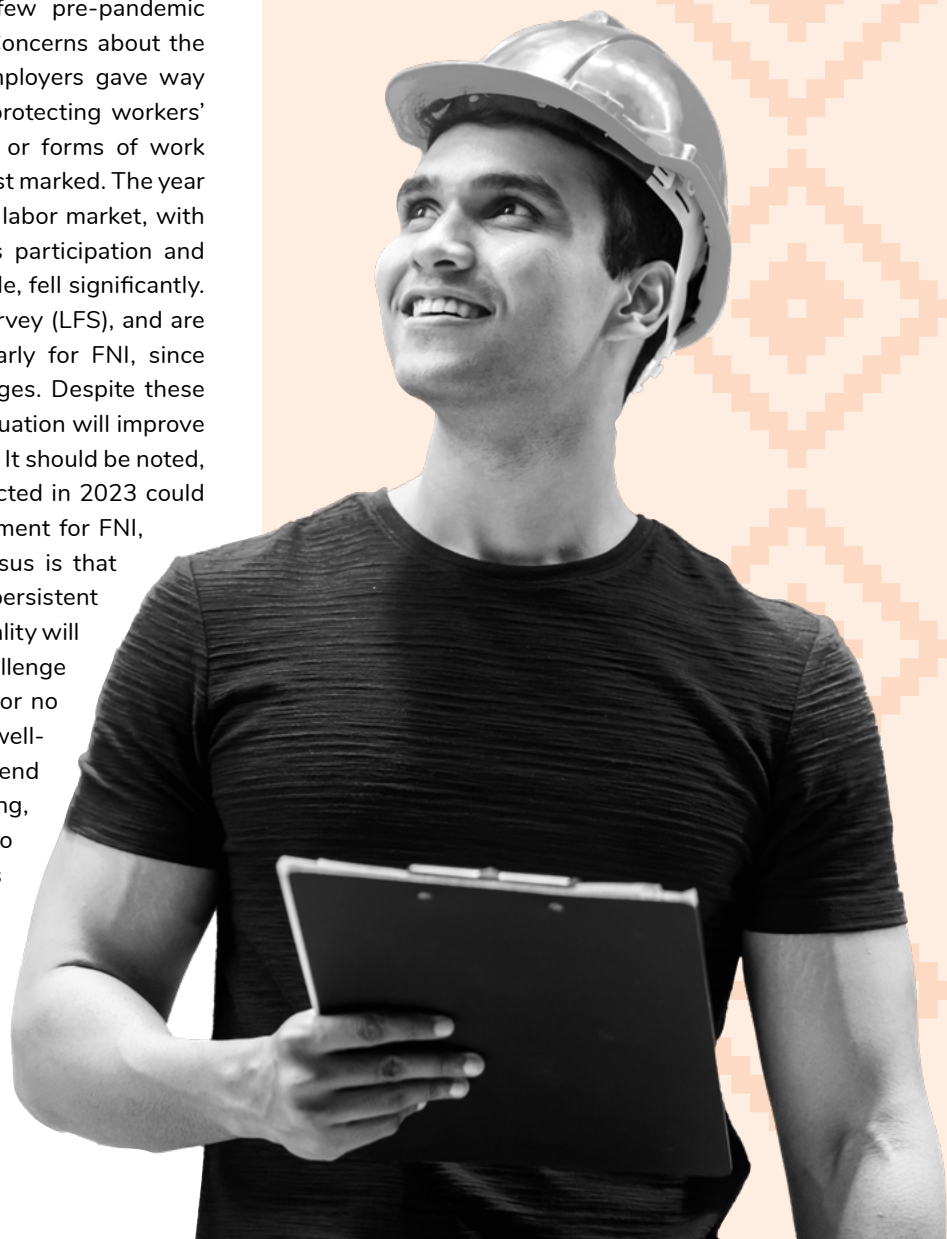
For the time being, it is difficult to say whether the incidence of poverty is declining among FNI or the rest of the population. Just as the temporary assistance offered in 2020 has contributed to a temporary decline, it is also likely that in the longer term, demographic and labour market trends will favor a lasting decline in poverty, particularly in more remote regions, including FN communities and Inuit villages. The aging of the population means that more people will be able to benefit from federal Old Age Security (OAS) programs, and job vacancies encourage employers to improve working conditions. In either case, these trends will prevail for years to come.

Part Three

Census and Labour Force Survey labour market trends from 2001 to 2021

The labor market was deeply disrupted in 2020 by the COVID-19 pandemic. Its recovery was, however, remarkable in 2021. Nevertheless, the progress made in the few pre-pandemic years has been interrupted for some time. Concerns about the increasing scarcity of manpower felt by employers gave way temporarily to a concern for job retention, protecting workers' income and redirecting them to other jobs or forms of work where the effects of the coronavirus were most marked. The year 2022 saw a return to an extremely dynamic labor market, with vacancies reaching new heights, as well as participation and employment rates. Unemployment, meanwhile, fell significantly. Recent data come from the Labour Force Survey (LFS), and are not comparable with census data, particularly for FNI, since they do not cover reserves or northern villages. Despite these limitations, it seems highly likely that their situation will improve at a rate comparable to that of the population. It should be noted, however, that the economic slowdown expected in 2023 could lead to a temporary deterioration in employment for FNI, as for the population. However, the consensus is that the labor market will suffer little, given the persistent scarcity of labor that the new demographic reality will impose for decades to come. The current challenge is to find workers for jobs that require little or no specific skills.¹¹ These jobs are also the least well-paid and, unlike higher-skilled jobs, they lend themselves little or not at all to telecommuting, making them less attractive or accessible to people living far from major centers, which is the case for many FNI living on reserves or in northern villages.

¹¹ Institut du Québec, Bilan 2022 de l'emploi au Québec, février 2023, <https://institutduquebec.ca/bilan-2022-de-lemploi-au-quebec/>



3.1 Trends between the 2001 and 2021 censuses

Growth in the number of FNI of working age has been strong between 2001 and 2021: from just over 40,000 in 2001 (41,325) to over 100,000 in 2021 (102,705). This represents an increase of almost 150% over a relatively short period. The internal demographic dynamics of nations and peoples partly explain this increase (high birth rate and rising life expectancy), but the migration of identity observed from one census to the next has also weighed in the balance. This phenomenon was particularly marked for Quebec FNs between 2016 and 2021, as we saw earlier.

The growth of the working population and the number of people in employment has obviously followed this trend. For example, the number of people in employment rose from less than 20,000 in 2001 (18,940) to over 50,000 twenty years later (54,335), an increase of 187%. At the same time, activity and employment rates have risen significantly, as shown in Table 5. Unemployment rates fell. In the case of the FN, it has been more than halved (from 19.5% in 2001 to 9.6% in 2021). For the Inuit, the decline has been smaller, from 18.7% to 12.4%, which is still appreciable. The improvement in the indicators can be observed across the population, but historically disadvantaged groups, such as FNI, recent immigrants and young people, have benefited more from this upturn, which has already been observed in the past and elsewhere, in Canada and in other countries. The scarcity of new workers has certainly posed problems for many companies and sectors, but it has contributed to improved access to the job market, as well as to employment conditions. Coupled with significant growth, despite the 2008 financial crisis, and COVID-19, this has been particularly beneficial for historically disadvantaged groups, including FNIs. It is indeed remarkable that such an improvement has occurred, despite a very sharp increase in their numbers over this period.

3.2 Changes in the Aboriginal labor market since 2007 according to the Labour Force Survey (LFS)

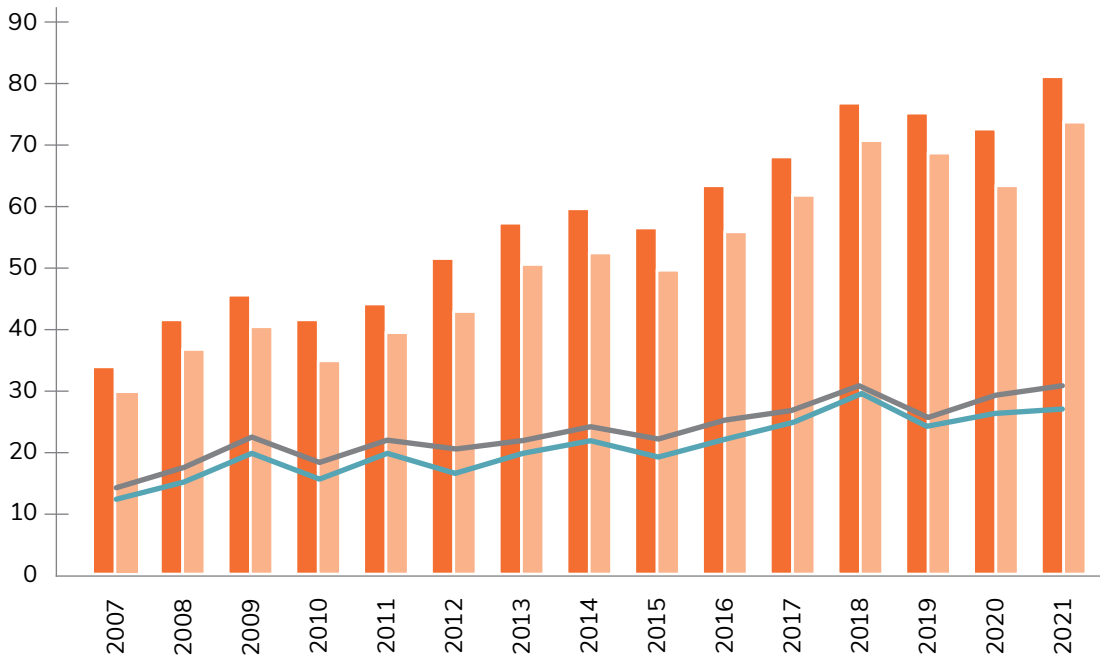
The annual LFS data, less reliable for the reasons set out above (small number of respondents, reserves and northern villages not covered, official publication covering all Aboriginals only), nevertheless provide us with less discontinuous information than the census data, which, particularly in 2021, reflected a very specific situation that was unfavorable in the short term in relation to structural evolutions determined in large part by demographics. Table 6 shows the employment rate for First Nations and Aboriginals in Quebec and Canada for the entire period for which these data are available. Quebec FNI data fluctuate more than Canadian FNI data, largely due to the smaller number of Quebec observations. Cyclical variations are apparent, including those that followed the 2008 financial crisis with some delay. The very good performance of the pre-pandemic Quebec labor market is also quite evident. Over the entire period, activity and employment rates in Quebec and Canada converged and rose. Although less stable than employment rates, observed unemployment rates are moving in the same direction when available, which is unfortunately not the case for Quebec FNs between the years 2018 and 2021.

It is hard to draw firm conclusions from LFS observations on employment, activity, or unemployment rates. No Quebec data are available for the Inuit, and those for the FN, and even the Aboriginals, are open to question. What is certain is the numbers. Aboriginals, including FNIs, are much more numerous in the job market. In 2007, there were 13,800 Aboriginal people in the workforce, 11,900 of whom were employed. Fourteen years later, the corresponding numbers are 30,400 and 26,600, more than double the number at the start of the period. Once again, this growth is well above that of Quebec as a whole (+10.2% for the active population and +11.5% for employment).

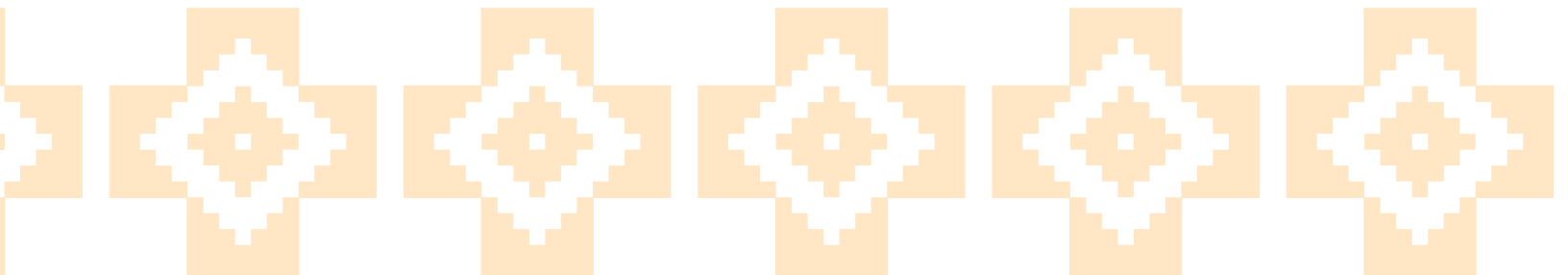
As a result, the contribution of Aboriginals to the Quebec labor market, including First Nations and Inuit, is increasingly visible in both absolute and relative terms, and it is important to take this into account and make the most of it for all concerned.

CHART 20
LABOUR FORCE AND EMPLOYMENT,
QUEBEC, 2007 TO 2021

- ACTIVE POPULATION ABORIGINALS
- ABORIGINALS EMPLOYMENT
- TOTAL POPULATION
- FN EMPLOYMENT



20 LABOR FORCE AND EMPLOYMENT, QUEBEC, 2007 TO 2021
 Source: Statistics Canada, Table 14-10-0364-01, 23 January 2023



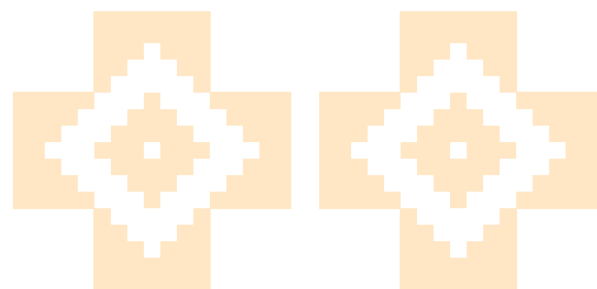
Part Four

The FNI job market in different regions of Quebec

The situation of FNI varies across Quebec, just as it does for non-aboriginals. For decades, the population has tended to concentrate in major centers. This phenomenon can be observed almost everywhere in the world. Employment opportunities are more numerous and varied. Conversely, distance from major population centers tends to reduce the chances of finding a job, especially a quality one. Of course, this finding needs to be qualified, as other factors also come into play, such as the presence of valuable natural resources in certain areas. In addition, the acute scarcity of labor seems to have been another decisive factor in narrowing the gap between large cities (CMAs, medium-sized towns [MSTs] and rural, semi-rural or remote areas). The expansion of telecommuting also contributes to remote employment in urbanized areas. These last two factors - worker scarcity and telecommuting - combined with the impacts and imperatives of climate change, could help reverse the past trend towards concentrated activity and employment. The fourth section examines the issue of territorial diversity.

Since regional data, including FNI, will not be available until July 2023, the first section of this part will look at data for census metropolitan areas (CMAs) and census agglomerations (CAs) in relation to Quebec as a whole.

For decades, the population has tended to concentrate in major centers.



4.1 Census metropolitan areas and census agglomerations

Quebec has 6 CMAs with more than 100,000 inhabitants, i.e., central cities and their adjacent territories. Montreal, with 3,485,575 residents aged 15 and over, is the most populous, followed by Quebec City (683,715), Gatineau (283,470), Sherbrooke (184,175), Saguenay (133,435) and Trois-Rivières (132,050). These 6 CMAs alone account for over 70% of the working-age population (70.9%), 72.8% of the active population, 72.5% of jobs, but 76.2% of the unemployed. There are proportionally more unemployed people in the CMAs because labor force participation is higher and the population is generally younger. The Montreal CMA alone accounts for more than half of the working-age population, the active population and the employed, and Quebec City 10%, depending on the indicator examined (9.9% of the working-age population and 10.3% of the employed).

In addition to these 6 CMAs, there are 24 CAs with more than 10,000 inhabitants, for a population aged 15 and over representing 10.7% of the Quebec total, and roughly the same proportion of the active population and employed people. If we add up the weight of the CMAs and CAs, we end up with over 80% of Quebec's working-age, active, employed and unemployed population. This is a considerable demographic and economic weight concentrated in a few circumscribed geographical areas.

The First Nations population aged 15 and over living in CMAs and CAs was 52,845 in 2021, according to the data in Table 19. More than four-fifths lived in CMAs. Working-age FN were more numerous in these cities than in the rest of Quebec, where they numbered 39,490, or 42.8% of this group. The presence of FNs in CMAs (41,140) far surpassed that in CAs (11,705). The Inuit were much less numerous outside Nunavik, and were also concentrated mainly in CMAs, where their working-age population totaled 1,690 out of the 10,375 in Quebec as a whole.

The small number of Inuit outside Nunavik makes it impossible to produce reliable activity, employment or unemployment rates for the CMAs and CAs. On the FN side, the various rates presented in Table 18 show that labor force participation is significantly higher in CMAs. The same is true of the employment rate, which is 7.2 percentage points higher in CMAs than in CAs, and 6.2 percentage points higher than in Quebec excluding CMAs and CAs. Even though the unemployment rate outside CMAs is

equal to that in metropolitan areas, this result is due to lower labor market participation in rural and remote areas. The differentiated age structure may partly explain this phenomenon, as the urban population tends to be younger. This comparison also shows that the RAs perform less well overall than the rest of Quebec on all three indicators. Here again, the age structure needs to be examined in more detail, as it is notable that the populations of mid-sized cities are particularly old. This can be seen, for example, by examining job vacancies and initiatives to attract workers to these locations. The need for a working-age population is great in many mid-sized cities.

This overall picture calls for some important nuances. Among the 6 CMAs, Gatineau, Quebec City and Montreal have the highest activity and employment rates, while Sherbrooke is in the middle, and Saguenay and Trois-Rivières are below the Quebec average. The latter city stands out for the fact that its FN residents, mainly Atikamekw, have low activity and employment rates, as well as a high unemployment rate of 15.1%, which is much higher than elsewhere in Quebec.

Even greater disparities exist between the 24 CAs, both for the total population and for the FNI (essentially FN). Drummondville, for example, has high activity and employment rates and low unemployment rates, both for FNs and for the population. In addition, Drummondville is the intermediate city with the most FNs of working age (810), after Sept-Île's (2,590) and Val-d'Or (1,535). However, Val-d'Or shows much poorer indicators for FNs, who suffer from a considerable gap with the rest of the population (activity and employment rates 16.6 and 23.4 percentage points lower respectively, and unemployment rate 9.7 points higher). The Algonquin/Anishinaabe population of Val-d'Or thus appears to be experiencing major difficulties in terms of labor market participation. As for the Innu of Sept-Îles, their performance is also lower than that of their fellow citizens, but the gaps are smaller than in Val-d'Or (minus 9.7 percentage points for activity, minus 12.2 for employment, and plus 6.7 for unemployment).

4.2 Administrative regions

Several broad conclusions can be drawn, confirming earlier observations regarding the favorable situation of FNI in the metropolitan region, at least as far as the labor market is concerned. However, we have just noted that the more detailed picture is extremely nuanced, and that local realities play an important role in the results observed. Consequently, any policy or intervention strategy must take account of this heterogeneity, its causes and the means of addressing them. Another conclusion concerns the evolution of the labor market in recent years and its territorial impact. Here again, a more detailed examination is required, but it appears that the upturn has made it possible to reduce somewhat the gaps between CMAs, CAs and other regions. This tentative conclusion seems to hold for FNIs as well as for the general population. It may be that the COVID pandemic has had a lasting beneficial effect on areas further away from major centers, thanks to telecommuting supported by favorable technological developments.

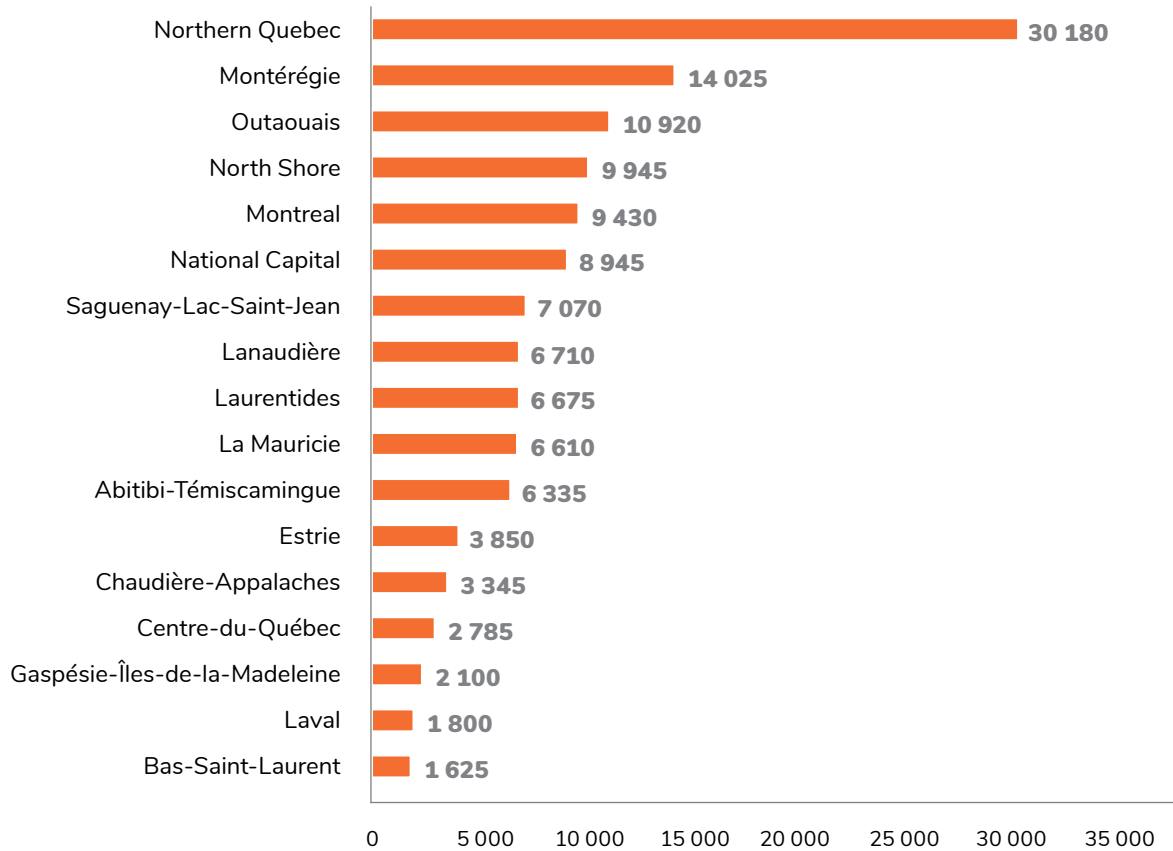
At present, we only have population data. Regional labor market data are expected in summer 2023. FNIs are more prevalent in certain regions. For example, there are 30,180 FNIs in Northern Quebec, representing two-thirds of the territory's total population. They account for 11.2% of residents in Côte-Nord, 4.3% in Abitibi-Timiskaming, 2.7% in Outaouais and 2.4% in Gaspésie-Îles-de-la-Madeleine. Chart 21 provides details for all seventeen regions. They number 14,025 in Montérégie, where they make up a small proportion of the total population. However, it is the second region in terms of the number of FNI on its territory.

Generally, FNIs have a greater relative weight in regions far from major population concentrations. These regions are Northern Quebec, Côte-Nord, Abitibi-Timiskaming, Outaouais (the northern part of the territory), Saguenay-Lac-Saint-Jean, northern Mauricie and Gaspésie-Îles-de-la-Madeleine. In the other regions, they make up 1% or less of residents. While living far from major centers offers advantages, particularly in terms of cultural preservation, remoteness from major markets for goods, services and jobs restricts economic opportunities.

FNI living in remote areas are also more likely to live on a reserve, in an Indian settlement or in a northern village. They are also more likely to be registered Indians or covered by treaties. As we saw earlier, these FNI are also younger and less educated than others. As a result, their participation in the labor market is also more limited, and the importance of public employment is much higher than elsewhere. For example, nearly 60% of employed Inuit and non-Inuit residents in the fourteen northern villages work in health and social services (23%), public administration (20.4%) or education (14.3%). This is more than double the Quebec average (28.7%). This concentration of employment in a small number of activities is a source of limited opportunities and fragility, particularly in the face of changing economic conditions. Hence the need for a viable diversification strategy in the conditions prevailing in these regions. The challenge, it should be remembered, is the same wherever small populations live far from major urban centers. In this respect, intra-regional differences between urban and rural areas are generally greater than those between regions. However, we also found that these territorial differences have narrowed as Quebec's labor market has improved. It is therefore conceivable that this trend will continue in the years to come.

CHART 21

CLASSIFICATION OF REGIONS BY NUMBER OF FNI, QUEBEC 20221

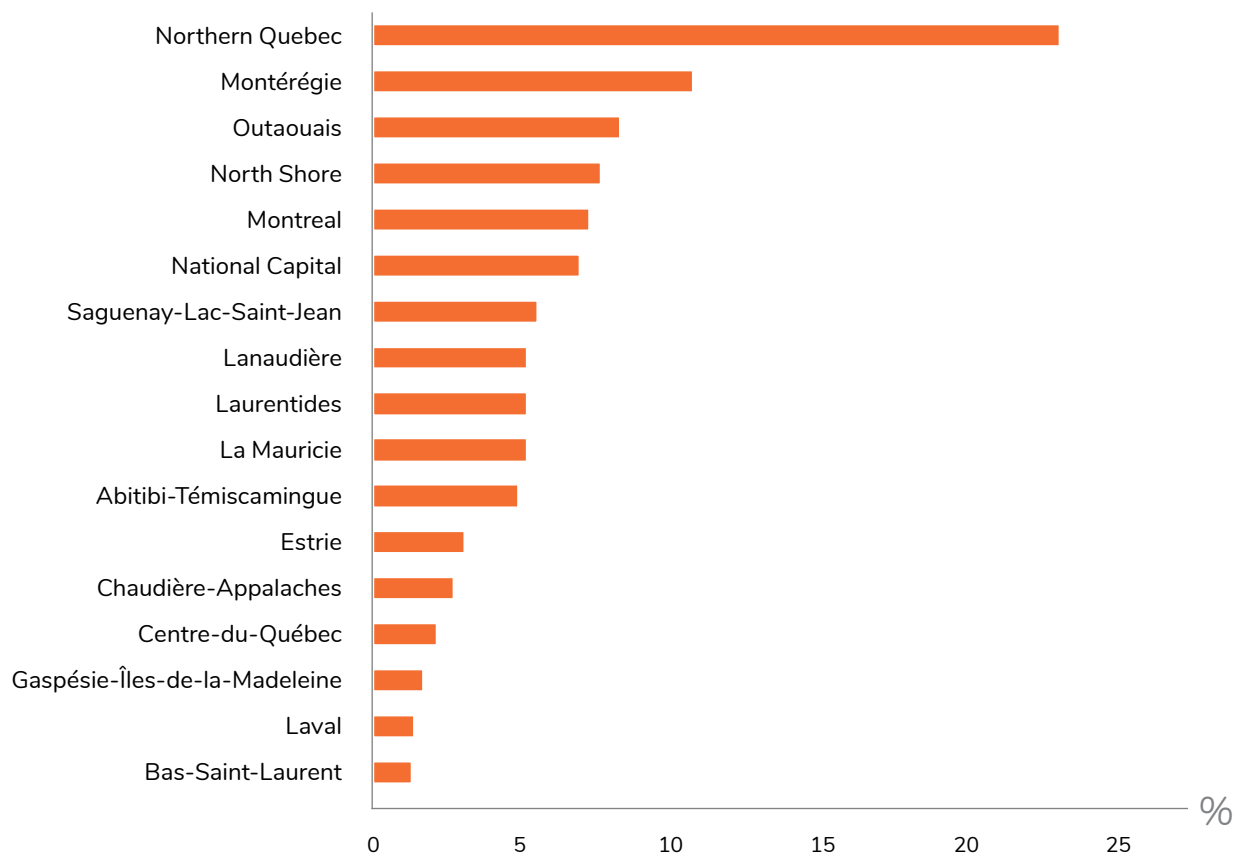


21 REGIONAL RANKINGS BY NUMBER OF FNI, QUEBEC, 2021

Source: Statistics Canada, File 98-401-X2021006

CHART 22

CLASSIFICATION OF REGIONS ACCORDING TO SHARE OF FNI IN QUEBEC AS A WHOLE, 2021

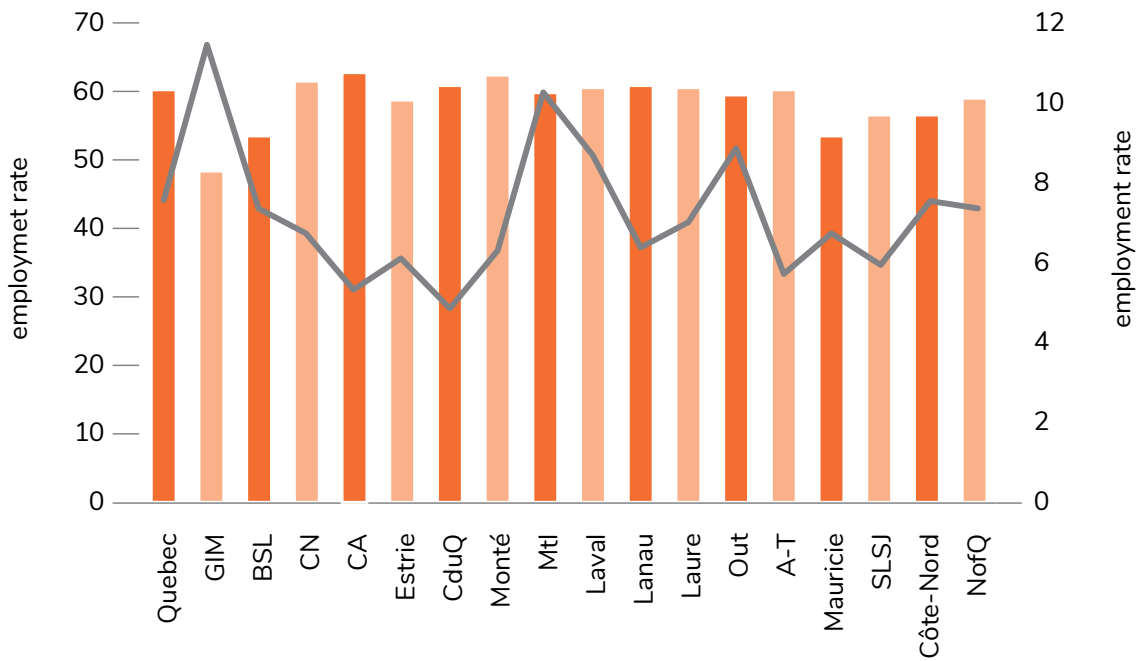


22 CLASSIFICATIONS OF REGIONS ACCORDING TO SHARE OF FNI IN QUEBEC AS A WHOLE, 2021

Source: Statistics Canada, File 98-401-X2021006

CHART 23

EMPLOYMENT AND UNEMPLOYMENT RATES, QUEBEC AND REGIONS, 2021



23 EMPLOYMENT AND UNEMPLOYMENT RATES, QUEBEC AND REGIONS, 2021

Source: Statistics Canada, 98-401-X2021008

Note: GIM: Gaspésie-Îles-de-la-Madeleine, BSL: Bas-Saint-Laurent, CN: Capitale-Nationale, CA: Chaudière-Appalaches, CofQ: Centre-du-Québec, Monté: Montérégie, Mtl: Montreal, Lanau: Lanaudière, Laure: Laurentides, Out: Outaouais, A-T: Abitibi-Timiskaming, SLSJ: Saguenay-Lac-Saint-Jean, NofQ: Northern Quebec



CONCLUSION

Information from the 2021 census is circumstantial, i.e., it reflects the situation prevailing at the time of collection. However, the health restrictions resulting from COVID-19 were partially in force at that time. What is more, data for the year 2020 have been further influenced by the pandemic. The refusal, non-participation or partial participation of certain nations also affected the results. Despite these limitations, the picture provided by this exercise remains the most complete we have. What is more, it allows comparisons and reconciliations, in time and space. In this way, we can measure how far we have come since the previous census and those that came before. We can also assess the relative situation of Quebec's First Nations and Inuit in relation to other groups.

Variations within FNI groups can also be observed. This information can be used to establish diagnoses and formulate strategic proposals aimed at achieving desired objectives. Thus, eleven nations spread over a vast territory experience a variety of realities. Some are close to major urban centers, while others are a long way from them. Some individuals belong to communities covered by treaties, or are officially recognized by the federal government or their respective nations, while others are not.

The location of groups or individuals plays an important role in several ways. Residents of reserves or northern villages are younger, less educated and less employed than others. Access to housing, health services and education, particularly higher education, is also often differentiated by location. The diversity of jobs available and services offered is highly dependent on the size of the population. Isolated reserves or villages are usually quite small.

All these factors contribute to results that are generally lower than those observed in Quebec as a whole. This does not prevent the major indicators of graduation, employment and income from improving over the last few years, despite the sometimes-unfavorable economic climate. This is due not only to progress within the communities themselves, but also to a broader context marked by a sometimes-crying scarcity of workers in several fields of activity. This situation offers opportunities to be exploited. Technical and employment transformations also offer advantages.

The widespread use of telecommuting partly mitigates the disadvantage of remoteness. Certain conditions are required to reap the benefits, including the skills needed to perform these functions remotely, adequate infrastructure, including high-speed internet, and suitable accommodation.

Climate change, for its part, imposes imperative transformations in activities and living conditions, in the short term. People living in vast territories with resources that are essential to these changes have assets that they can take advantage of if they manage to harness them. To do so, however, they will need to establish partnerships that respect the needs and interests of all stakeholders. The economic diversification that accompanies these developments promises greater stability and greater potential for community members, who are currently limited by the range of jobs on offer.

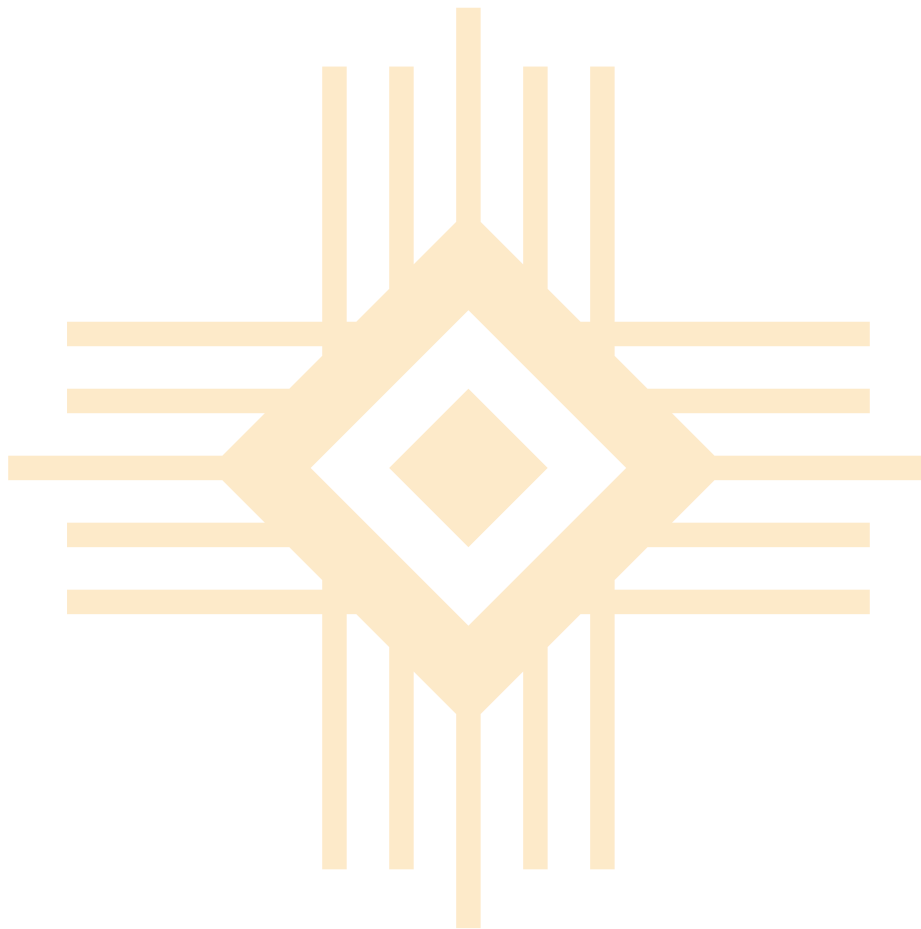
Quebec's First Nations and Inuit will continue to gain in demographic weight over the coming years. These young populations represent an essential pool of new skills within an aging population. Their contribution to collective well-being, both their own and that of their fellow citizens, can only grow. To achieve this, education is perhaps the most crucial challenge. In this respect, it is encouraging to note the growing contribution of young women to improving the results achieved. The challenge is to encourage more young men to obtain the qualifications that will make them more self-reliant and better able to seize the opportunities that present themselves, while at the same time expecting young women to build on the momentum of recent decades, which is likely given the increasing number of examples and role models they can identify with.

The growth of out-of-community populations will continue to outstrip that of FNI territories. This reality raises several questions, while also opening prospects for both individuals and communities. An examination of census data shows that schooling is proving advantageous for FNI in urban areas, to the point of considerably reducing the gaps that still exist with non-Aboriginal people. Obstacles to full equality of opportunity remain, including discrimination and cultural barriers that are sometimes difficult to identify, but the degree of visibility of these issues is far greater

than the invisibility that previously prevailed. In this sense, an essential condition for further progress has been met. The skills acquired and contacts developed by FNI living outside the community can benefit these communities if the links are maintained. In fact, there is not necessarily a divide between the two realities. Individuals are mobile; they can train or acquire skills outside the community and then apply them within it. Often, those in professional or managerial positions have trained at universities or colleges elsewhere. This process is beneficial. Other peoples on the

planet rely on a large diaspora to contribute resources of all kinds. The diaspora does not necessarily sever ties with the mother country. On the contrary, they often contribute to its advancement.

The FNI's attachment to their homeland, family, community, culture and language is strong, even among those living abroad. Education, employment, skills and the income they generate are essential to the preservation and vitality of these real assets.





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STATISTICAL APPENDIX

TABLE 1

Population distribution (number) by Aboriginal identity (including First Nations and Inuit) and province/territory, Canada, 2021

	Aboriginal identity	FNI	First Nations	Metis	Inuit	Non-Aboriginal identity	Total population
Newfoundland and Labrador	46 545	35 765	28 435	7 335	7 330	455 550	502 095
Prince Edward Island	3 385	2 345	2 165	845	180	147 100	150 485
Nova Scotia	52 430	29 150	28 050	21 090	1 100	903 430	955 860
New Brunswick	33 295	21 645	20 960	10 170	685	725 900	759 195
Quebec	205 010	132 350	116 550	61 010	15 800	8 103 470	8 308 480
Ontario	406 585	255 340	251 030	134 615	4 310	13 625 165	14 031 750
Manitoba	237 185	135 615	134 890	96 725	725	1 069 995	1 307 180
Saskatchewan	187 885	121 635	121 175	62 800	460	915 310	1 103 195
Alberta	284 470	148 585	145 640	127 470	2 945	3 893 245	4 177 715
British Columbia	290 210	181 805	180 085	97 860	1 720	4 625 730	4 915 940
Yukon Territory	8 810	7 195	6 935	1 285	260	30 780	39 590
Northwest Territories	20 035	16 470	12 315	2 890	4 155	20 345	40 380
Nunavut	31 385	31 045	180	120	30 865	5 210	36 595
Canada	1 807 250	1 118 945	1 048 405	624 220	70 540	34 521 230	36 328 480

TABLE 2

Age distribution of the Aboriginal and non-Aboriginal population, Canada and Quebec, 2021

Canada	Aboriginal identity	First Nations	Inuit	Non-Aboriginal identity
Total - Age	1 807 250	1 048 405	70 540	3 452 1 230
0 to 14 years	459 210	283 650	22 665	5 533 350
15 to 24 years	284 890	170 910	12 175	3 896 170
25 to 34 years	263 655	154 980	10 935	4 634 975
35 to 44 years	217 990	123 405	7 745	4 654 435
45 to 54 years	206 360	115 560	7 300	4 428 480
55 to 64 years	202 785	109 460	5 585	4 959 580
65 and over	172 355	90 440	4 135	6 414 240
Average age	33,6	32,5	28,9	41,8
Québec	Aboriginal identity	First Nations	Inuit	Non-Aboriginal identity
Total - Age	205 010	116 550	15 800	8 103 470
0 to 14 years	43 105	24 220	5 420	1 346 650
15 to 24 years	26 510	15 150	2 840	857 710
25 to 34 years	26 215	15 255	2 430	1 030 760
35 to 44 years	25 110	14 245	1 560	1 091 760
45 to 54 years	24 240	13 605	1 475	1 008 300
55 to 64 years	28 470	15 865	1 170	1 199 675
65 and over	31 370	18 215	895	1 568 620
Average age	38,4	38,5	27,7	42,1

TABLEAU 3

**Population by Aboriginal Identity and Gender,
Canada and Quebec, 2021**

Canada	First Nations and Inuit	First Nations	Inuit	Non-Aboriginal identity	Total
Men	541 160	506 515	34 645	17 059 520	17 600 680
Women	577 785	541 890	35 895	17 461 710	18 039 495
Total	1 118 945	1 048 405	70 540	34 521 230	35 640 175

Quebec	First Nations and Inuit	First Nations	Inuit	Non-Aboriginal identity	Total
Men	63 700	56 080	7 620	4 025 710	4 089 410
Women	68 650	60 475	8 175	4 077 760	4 146 410
Total	132 350	116 550	15 800	8 103 470	8 235 820

Source : Statistique Canada, Profil du recensement, 2021, fichier 98-401-X2021001

TABLE 4

Main labour market indicators (in %), by Aboriginal and non-Aboriginal groups and province, 2021

	Activity rate			Employment rate			Unemployment rate		
	First Nations	Inuit	Non-Aboriginal identity	First Nations	Inuit	Non-Aboriginal identity	First Nations	Inuit	Non-Aboriginal identity
Canada	55,6	56,6	63,9	46,3	46,4	57,4	16,7	18,1	10,1
Newfoundland and Labrador	58,6	58,5	55,8	47,5	48,5	47,5	19	17,1	14,8
Prince Edward Island	63,4	76	65,8	54,6	64	59	13,9	15,8	10,3
Nova Scotia	57,3	62,2	59,5	47,3	54,3	52	17,4	12,7	12,6
New Brunswick	59,1	46,9	60,1	49,1	42,7	54,1	16,9	11,1	10,1
Quebec	58,6	59,2	64,2	53	52	59,4	9,6	12,4	7,5
Ontario	57,9	62,1	62,9	48,7	49,2	55,2	15,9	20,8	12,2
Manitoba	46,7	63,6	66	37,3	50,5	61,2	20,1	19,1	7,2
Saskatchewan	46,6	58,8	67,4	35,5	50	62,6	23,7	17,5	7
Alberta	56,1	65,6	68,4	43,9	53,3	60,8	21,7	19,1	11,1
British Columbia	59,2	62,7	63,3	51,2	54	58,1	13,5	12,7	8,2
Yukon	63,9	63,9	73,6	53,9	50	69,8	15,6	21,7	5,2
Northwest Territories	57	57,6	81,1	47,5	48,1	77,5	16,8	16,3	4,3
Nunavut	79,3	51,9	87,4	72,4	40,3	84,8	8,7	22,3	3,3

Source: Statistics Canada, table: 98-10-0423-.01

TABLE 5

**Main labour market indicators (in %), Aboriginal and non-Aboriginal groups,
Quebec, 2001 to 2021**

Indicator	2001			2006			2011			2016			2021		
	First Nations	Inuit	Non-Aboriginal	First Nations	Inuit	Non-Aboriginal	First Nations	Inuit	Non-Aboriginal	First Nations	Inuit	Non-Aboriginal	First Nations	Inuit	Non-Aboriginal
Population aged 15 and over	35 730	5 595	5 776 455	47 980	6 880	6 366 240	61 780	8 125	6 366 240	70 450	9 130	6 491 410	92 335	10 380	6 756 820
Active population	20 080	3 415	3 710 225	28 770	4 355	4 116 700	36 935	5 100	4 116 700	40 660	6 040	4 169 885	54 110	6 150	4 338 310
employed	16 160	2 780	3 407 960	24 310	3 495	3 822 705	31 405	4 275	3 822 705	34 840	4 985	3 875 205	48 935	5 400	4 012 970
Unemployment	3 925	640	302 260	4 460	860	293 995	5 525	825	293 995	5 820	1 050	294 675	5 175	760	325 345
Inactive population	15 650	2 180	2 066 235	19 205	2 530	2 249 540	24 845	3 025	2 249 540	29 790	3 095	2 321 530	38 225	4 225	2 418 505

Statistics Canada, Table: 98-10-0423-01

TABLE 6

Aboriginal and First Nations employment rates, 2007 to 2021, Quebec

Year	Aboriginal		First Nations	
	Canada	Quebec	Canada	Quebec
2007	57,9	45,9	54,5	41,3
2008	59,4	54	55,4	47
2009	56,6	55,5	52,5	59
2010	53,3	44,6	48,2	43,4
2011	55	47,4	49,6	52,1
2012	56	47,9	52,4	41,8
2013	56,2	52,4	52,4	48,3
2014	56,4	51,3	53,4	52,2
2015	54,5	45,4	50,4	44,5
2016	55,7	48,3	52	49,9
2017	56,4	50,9	53,3	54
2018	56,8	56	54,1	63,4
2019	56,8	52,5	53,3	49,9
2020	52	46,7	50	53,2
2021	56,4	52,3	53,2	52,8

Source Statistics Canada, file 4ctl_abo_main_A, special order from Emploi-Québec

TABLE 7

FNI and Inuit labour market indicators, 2021

Indicator	Population aged 15 and over		Active population		Employed persons		Unemployed	
	Number	% of total	Number	% of total	Number	% of total	Number	% of total
Quebec	92 335	100,0 %	54 110	100,0 %	48 935	100,0 %	5 180	100,0 %
AR	11 705	12,7 %	6 375	11,8 %	5 740	11,7 %	640	12,4 %
CMA	41 140	44,6 %	25 550	47,2 %	23 125	47,3 %	2 425	46,8 %
CA+CMA	52 845	57,2 %	31 925	59,0 %	28 865	59,0 %	3 065	59,2 %
Quebec	10 375	100,0 %	6 155	100,0 %	5 395	100,0 %	755	100,0 %
AR	320	3,1 %	145	2,4 %	115	2,1 %	20	2,6 %
CMA	1 370	13,2 %	770	12,5 %	670	12,4 %	100	13,2 %
CA+CMA	1 690	16,3 %	915	14,9 %	785	14,6 %	120	15,9 %

Source: Statistics Canada, file 98100451, ivt

TABLE 8

Main labour market indicators (N and % rates) for First Nations and Inuit by Aboriginal geography, Quebec 2021

First Nations								
Activity situation	Population aged 15 and over	Active population	Employed persons	Un-employed	Inactive population	Activity rate	Employment rate	Un-employment rate
Reserve	25 060	13 905	12 490	1 415	11 150	55,5	49,8	10,2
Off reserve	67 280	40 205	36 440	3 760	27 075	59,8	54,2	9,4
Inuit								
Activity situation	Population aged 15 and over	Active population	Employed persons	Un-employed	Inactive population	Activity rate	Employment rate	Un-employment rate
Nunangat	8 085	4 875	4 300	575	3 210	60,3	53,2	11,8
Outside Nunangat	2 295	1 275	1 095	185	1 015	55,6	47,7	14,5

TABLE 9

**Employment rate (%) for First Nations and Inuit by Aboriginal geography,
education and age, Quebec, 2021**

Education	Age groups	First Nations			Inuk (Inuit)		
		Total	Reserve	Off reserve	Total	Nunavik	Outside Nunavik
Total	Total — Age 25 to 54 years old	53	49,9	54,2	52	53,2	47,7
		72,4	64,1	76	61,7	62,3	58,8
No high school diploma...	Total — Age 25 to 54 years old	37,6	38,8	36,8	44,3	47,1	25,3
		53,8	52,7	54,9	53,3	55,7	29,8
With a high school diploma...	Total — Age 25 to 54 years old	65,1	65	65	67,6	75	62,1
		79,8	73,1	81,1	71,4	80,6	63,4
With a college certificate or diploma...	Total — Age 25 to 54 years old	67,8	71,9	66,8	72,8	76,8	69,6
		84,5	81,1	85,5	81,8	82,1	85,2
With a bachelor's degree	Total — Age 25 to 54 years old	72,9	73,6	72,9	70,5	57,1	77,4
		90,3	87,4	90,8	79,3	85,7	81
With a university diploma or degree higher than a bachelor's...	Total — Age 25 to 54 years old	73,8	78,2	72,9	77,8	100	83,3
		93,6	91,2	93,2	80	100	50

Source: Statistics Canada, table: 98-10-0423-01

TABLE 10

**Population aged 15 and over by selected age groups,
Quebec, 2021**

Age	FNI		FN		Inuit		Non-Aboriginal		Total Population	
	N	%	N	%	N	%	N	%	N	%
15 to 24 years	17990	17,5 %	15 150	16,4 %	2840	27,4 %	857710	12,7 %	884210	12,8 %
15 to 19 years	9320	9,1 %	7875	8,5 %	1445	13,9 %	414130	6,1 %	427915	6,2 %
20 to 24 years	8675	8,4 %	7280	7,9 %	1395	13,5 %	443580	6,6 %	456295	6,6 %
25 and over	84720	82,5 %	77185	83,6 %	7535	72,7 %	5899110	87,3 %	6034515	87,2 %
25 to 64 years	65600	63,9 %	58965	63,9 %	6635	64,0 %	4330490	64,1 %	4434525	64,1 %
25 to 54 years	48570	47,3 %	43100	46,7 %	5470	52,7 %	3130820	46,3 %	3206380	46,3 %
25 to 34 years	17685	17,2 %	15255	16,5 %	2430	23,4 %	1030760	15,3 %	1056975	15,3 %
35 to 44 years	15805	15,4 %	14245	15,4 %	1560	15,0 %	1091760	16,2 %	1116870	16,1 %
45 to 54 years	15080	14,7 %	13605	14,7 %	1475	14,2 %	1008300	14,9 %	1032540	14,9 %
55 to 64 years	17035	16,6 %	15865	17,2 %	1170	11,3 %	1199675	17,8 %	1228145	17,8 %
65 and over	19110	18,6 %	18215	19,7 %	895	8,6 %	1568620	23,2 %	1599990	23,1 %
65 to 74 years	12580	12,2 %	11955	12,9 %	625	6,0 %	956375	14,2 %	977335	14,1 %
75 and over	6535	6,4 %	6265	6,8 %	270	2,6 %	612240	9,1 %	622650	9,0 %
Total	102710	100 %	92340	100 %	10370	100 %	6756820	100 %	6918725	100 %
Average age	37,4		38,5		27,7		42,1		42	

Source: Statistics Canada, 2022, Geographic Outlook Series.

TABLE 11

**Main labor market indicators (N and % rates)
for Aboriginals and non-Aboriginals by age group, Quebec 2021**

Age	Aboriginals			First Nations			Inuit			Non-Aboriginals		
	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate
Total — Age	60,1	54,1	10	58,6	53	9,6	59,2	52	12,4	64,2	59,4	7,5
15 to 24 years	56,4	48	14,8	52,9	44,5	16	52,3	44,4	15,8	65,7	57,9	11,8
15 to 19 years	43,9	37,8	14	40,1	34,4	14,4	40,1	33,2	18,1	51,7	45,6	11,8
20 to 24 years	69,9	59,2	15,3	66,7	55,4	17	64,9	55,6	14,4	78,7	69,4	11,9
25 to 64 years	74,4	68,1	8,5	73,6	67,8	7,8	68,2	60,5	11,3	82,2	77,1	6,2
25 to 54 years	79,7	73,2	8,2	78,4	72,4	7,7	69,7	61,6	11,7	88,4	83,4	5,7
25 to 34 years	77,4	70,1	9,4	74,8	67,9	9,2	70,2	60,9	12,9	87,8	82	6,6
25 to 29 years	75,9	69,3	8,9	73,1	66,7	8,7	70,2	60,9	13,8	86,9	80,6	7,3
30 to 34 years	78,8	70,9	10	76,7	69,2	9,7	69,4	60,7	12,6	88,6	83,4	6
35 to 44 years	81,9	75,7	7,6	80,3	74,6	7,1	70,4	62,7	11,9	89,4	84,7	5,3
45 to 54 years	79,8	73,9	7,4	80,4	75,1	6,6	68,8	62,4	9,4	88	83,4	5,3
55 to 64 years	60,4	54,6	9,6	60,5	55,4	8,3	60	54,5	9,2	65,7	60,6	7,8
65 and over	15,2	12,1	20,2	14,9	12,1	19	16,2	14,5	6,9	13,8	11,4	17,8

TABLE 12

Main labor market indicators (N and %) for Aboriginals and non-Aboriginals by gender, Quebec, 2021

	Aboriginals			First Nations			Inuit			Non-Aboriginals		
	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate
Men	62,2	55,7	10,5	61	54,9	10,1	61,9	53,8	12,9	67,6	62,4	7,6
Women	58,1	52,6	9,5	56,5	51,3	9,1	57,1	50,4	11,6	60,9	56,4	7,4
Total	60,1	54,1	10	58,6	53	9,6	59,2	52	12,4	64,2	59,4	7,5

Source: Statistics Canada, file 98100423

TABLE 13

Distribution (n and %) of the Aboriginal and Non-Aboriginal population aged 15 and over by level of education, Quebec

	Aboriginals		First Nations		Inuit		Non-Aboriginals		Total	
	N	%	N	%	N	%	N	%	N	%
No certificate, diploma or degree	47 130	30,9%	28930	31,3%	6 235	60,1%	1 206 835	17,9%	1 256 550	17,9%
High school diploma or equivalence certificate	32 085	21,1%	19750	21,4%	2 230	21,5%	1 447 770	21,4%	1 482 020	21,4%
Post-secondary certificate, diploma or degree	73 140	48,0%	43650	47,3%	1 910	18,4%	4 102 210	60,7%	4 180 155	60,7%
Post-secondary certificate or diploma below bachelor's level	57 595	37,8%	34465	37,3%	1 640	15,8%	2 490 030	36,9%	2 551 215	36,9%
Apprenticeship or trade school certificate or diploma	29 475	19,3%	17495	18,9%	930	9,0%	1 065 025	15,8%	1 096 360	15,8%
Certificate or diploma from a trade school, other than an apprenticeship certificate	20 585	13,5%	12265	13,3%	510	4,9%	771 215	11,4%	793 030	11,4%
Certificate of apprenticeship in a trade	8 895	5,8%	5225	5,7%	420	4,0%	293 815	4,3%	303 330	4,3%
Certificate or diploma from a collage, CEGEP or other non-university institution	23 780	15,6%	14255	15,4%	575	5,5%	1 176 765	17,4%	1 202 040	17,4%
University certificate or diploma below bachelor's level	4 340	2,8%	2720	2,9%	135	1,3%	248 245	3,7%	252 815	3,7%
Bachelor's degree	15 540	10,2%	9185	9,9%	270	2,6%	1 612 180	23,9%	1 628 940	23,9%
University diploma or certificate above bachelor's level	11 040	7,2%	6535	7,1%	220	2,1%	999 890	14,8%	1 011 695	14,8%
Degree in medicine, dentistry, veterinary medicine or optometry	1 155	0,8%	695	0,8%	10	0,1%	148 150	2,2%	149 425	2,2%
University diploma or certificate above bachelor's level	210	0,1%	130	0,1%	10	0,1%	43 520	0,6%	43 755	0,6%
Mastery	2 750	1,8%	1610	1,7%	25	0,2%	357 790	5,3%	360 795	5,3%
PhD acquired	380	0,2%	215	0,2%	10	0,1%	62 830	0,9%	63 270	0,9%

Source: Statistics Canada, file 98100423.ivt

TABLE 14

Main labour market indicators (rates) for Aboriginals and Non-Aboriginals, by education, Quebec, 2021

Graduation	Aboriginals			First Nations			Inuit			Non-Aboriginals		
	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate
Total - Highest certificate, diploma or degree	60	54	10	58,6	53	9,6	59,2	52	12,4	64,2	59,4	7,5
No certificate, diploma or degree	42,2	35,9	15	40,6	34,5	15,2	49,9	43	13,8	39,8	34,8	12,6
High school diploma or equivalence certificate	58,1	51,3	11,8	56,6	50	11,6	71,5	63,5	11	55,7	49,9	10,4
Post-secondary certificate, diploma or degree	72,2	66,8	7,5	71,4	66,6	6,7	75,9	68,1	10,3	74,4	70	5,9
Post-secondary certificate or diploma below bachelor's level	70,8	65	8,3	70,1	64,9	7,5	76,2	67,7	11,6	72,2	67,3	6,7
Apprenticeship or trade school certificate or diploma	70	63,5	9,3	69	63,4	8,1	76,9	66,1	14	73,1	68,3	6,6
Certificate or diploma from a trade school, other than an apprenticeship certificate	70,3	64	9,1	69,2	63,8	7,9	80,4	66,7	15,9	73,2	68,4	6,5
Certificate of apprenticeship in a trade	69,1	62,4	9,7	68,4	62,5	8,7	72,6	64,3	11,5	73,1	68,2	6,7
Certificate or diploma from a collage, CEGEP or other non-university institution	73	67,7	7,3	72,8	67,6	7,1	78,3	72,2	7,8	72,7	67,8	6,8
University certificate or diploma below bachelor's level	64,3	60	6,6	63,6	59,9	5,8	66,7	63	0	65,5	61,1	6,7
Bachelor's degree	77,1	73,5	4,8	76,3	73,2	4,1	74,1	70,4	5	77,8	74,1	4,8
University diploma or certificate above bachelor's level	77	73,1	5	76,1	72,9	4,3	72,7	70,5	6,3	77,3	73,3	5,1
Degree in medicine, dentistry, veterinary medicine or optometry	76,4	72,8	5,2	74,8	71,9	3,8	100	100	0	76,2	72,8	4,5
University diploma or certificate above bachelor's level	78,7	76,6	0	84,6	80,8	0	0	0	0	78	76,1	2,5
Mastery	78,4	75,5	3,6	76,4	74,2	2,8	100	100	0	79,7	76,2	4,5
PhD acquired	73	68,5	4,6	79,1	69,8	5,9	0	0	0	78,9	75,6	4,1

TABLE 15

**Population distribution by median income and employment,
FNI and Non-Aboriginal, Quebec, 2020**

Type of work	Gender		First Nations		Inuit		Non-Aboriginals	
Total - Worked during the reference year	Total	30 400	23 600	36 000	857 710	12,7 %	884 210	12,8 %
	Men	32 800	25 000	40 800	414 130	6,1 %	427 915	6,2 %
	Women	28 600	22 000	31 600	443 580	6,6 %	456 295	6,6 %
Did not work	Total	5 920	6 400	3 760	5 899 110	87,3 %	6 034 515	87,2 %
	Men	6 000	6 950	3 240	4 330 490	64,1 %	4 434 525	64,1 %
	Women	5 760	5 920	4 360	3 130 820	46,3 %	3 206 380	46,3 %
Worked part of the year, part-time or full-time	Total	17 800	16 800	18 800	1 030 760	15,3 %	1 056 975	15,3 %
	Men	19 800	18 000	22 400	1 091 760	16,2 %	1 116 870	16,1 %
	Women	15 900	15 600	16 200	1 008 300	14,9 %	1 032 540	14,9 %
Worked full year, full-time	Total	51 600	46 400	58 400	1 199 675	17,8 %	1 228 145	17,8 %
	Men	54 400	46 800	63 200	1 568 620	23,2 %	1 599 990	23,1 %
	Women	49 200	46 000	53 600	956 375	14,2 %	977 335	14,1 %

Source: Statistics Canada, file 98100282.ivt

TABLE 16

**Low-income status by Aboriginal identity (N and %),
Quebec, 2021**

	Location	Number of people	Group percentage
Aboriginals		38 800	15,8
First Nations	On reserve	6 935	14,8
	Off reserve	16 480	15,8
	Total	23 420	15,5
Inuit		3 245	16,6
Non-Aboriginals		1 222 170	11,8

Statistics Canada, table 98-10-0283-01

TABLE 17

Changes in labour market indicators by Aboriginal identity, Quebec, 2015 to 2021 in thousands and as a percentage

		2015	2016	2017	2018	2019	2020	2021	Variation de 2015 à 2021		
									Total variation	Annual variation (%)	Total variation (N or percentage points)
Population 15+ years	TOTAL	6750,0	6784,3	6843,1	6921,0	7000,6	7053,5	7098,9	348,9	5,2	
	Aboriginals	108,7	115,2	120,5	125,4	130,3	135,0	139,6	30,9	28,4	
	First Nations	42,2	43,5	44,7	46,0	47,3	48,5	50,4	8,2	19,4	
Active population	TOTAL	4361,8	4365,4	4423,4	4464,6	4536,7	4487,1	4542,6	180,8	4,1	
	Aboriginals	56,3	62,7	67,2	76,4	74,3	72,2	80,8	24,5	43,5	
	First Nations	21,9	24,9	26,4	30,6	25,4	28,9	30,4	8,5	38,8	
Employment	TOTAL	4027,3	4051,2	4153,3	4218,3	4302,9	4087,8	4262,9	235,6	5,9	
	Aboriginals	49,4	55,6	61,3	70,3	68,4	63,0	73,0	23,6	47,8	
	First Nations	18,8	21,7	24,1	29,1	23,6	25,8	26,6	7,8	41,5	
Unemployment rate	TOTAL	7,7	7,2	6,1	5,5	5,2	8,9	6,2			-1,5
	Aboriginals	12,2	11,3	8,8	8	8	12,7	9,6			-2,6
	First Nations	14,2	12,9	8,3	4,9	7,1	10,7	12,5			-1,7
Activity rate	TOTAL	64,6	64,3	64,6	64,5	64,8	63,6	64			-0,6
	Aboriginals	51,7	54,5	55,7	60,9	57	53,5	57,9			6,2
	First Nations	51,7	57,2	58,9	66,6	53,8	59,6	60,4			8,7
Employment rate	TOTAL	59,7	59,7	60,7	60,9	61,5	58	60			0,3
	Aboriginals	45,4	48,3	50,9	56	52,5	46,7	52,3			6,9
	First Nations	44,5	49,9	54	63,4	49,9	53,2	52,8			8,3

Note: First Nations unemployment rates fluctuate too widely to be considered reliable.
Source: Statistics Canada, Labour Force Survey, annual data, file 4ctl_abo_main_AN.iwt

TABLE 18

**Population distribution (N and %) by Aboriginal identity
and administrative region, Quebec 2021**

	FNI			First Nations			Inuits			Regional population		
	N	% of Quebec	% of the région	N	% of Quebec	% of the région	N	% of Quebec	% of the région	N	% of Quebec	% of the région
Bas-Saint-Laurent	1625	1,2 %	0,8 %	1570	1,3 %	0,8 %	55	0,3 %	0,0 %	199039	2,3 %	100 %
Saguenay-Lac-Saint-Jean	7070	5,3 %	2,6 %	6885	5,9 %	2,5 %	185	1,2 %	0,1 %	275552	3,2 %	100 %
Capitale-Nationale	8945	6,8 %	1,2 %	8690	7,5 %	1,1 %	255	1,6 %	0,0 %	757950	8,9 %	100 %
La Mauricie	6610	5,0 %	2,4 %	6535	5,6 %	2,4 %	75	0,5 %	0,0 %	273055	3,2 %	100 %
Estrie	3850	2,9 %	1,1 %	3720	3,2 %	1,1 %	130	0,8 %	0,0 %	337701	4,0 %	100 %
Montreal	9430	7,1 %	0,5 %	8745	7,5 %	0,4 %	685	4,3 %	0,0 %	2004265	23,6 %	100 %
Outaouais	10920	8,3 %	2,7 %	10555	9,1 %	2,6 %	365	2,3 %	0,1 %	405158	4,8 %	100 %
Abitibi-Timiskaming	6335	4,8 %	4,3 %	6310	5,4 %	4,3 %	25	0,2 %	0,0 %	147082	1,7 %	100 %
North Shore	9945	7,5 %	11,2 %	9520	8,2 %	10,8 %	425	2,7 %	0,5 %	88525	1,0 %	100 %
Northern Quebec	30180	22,8 %	66,0 %	17520	15,0 %	38,3 %	12660	80,2 %	27,7 %	45740	0,5 %	100 %
Gaspésie-Îles-de-la-Madeleine	2100	1,6 %	2,4 %	2040	1,8 %	2,3 %	60	0,4 %	0,1 %	89342	1,1 %	100 %
Chaudière-Appalaches	3345	2,5 %	0,8 %	3270	2,8 %	0,8 %	75	0,5 %	0,0 %	433312	5,1 %	100 %
Laval	1800	1,4 %	0,4 %	1745	1,5 %	0,4 %	55	0,3 %	0,0 %	438366	5,2 %	100 %
Lanaudière	6710	5,1 %	1,3 %	6685	5,7 %	1,3 %	25	0,2 %	0,0 %	528598	6,2 %	100 %
Laurentides	6675	5,0 %	1,0 %	6490	5,6 %	1,0 %	185	1,2 %	0,0 %	636083	7,5 %	100 %
Montérégie	14025	10,6 %	0,9 %	13540	11,6 %	0,9 %	485	3,1 %	0,0 %	1591620	18,7 %	100 %
Centre-du-Québec	2785	2,1 %	1,1 %	2740	2,4 %	1,1 %	45	0,3 %	0,0 %	250445	2,9 %	100 %
Total Quebec	132350	100 %	1,6 %	116560	100 %	1,4 %	15790	100 %	0,2 %	8501833	100 %	100 %

TABLE 19

Labour market indicators for Quebec and the 6 CMAs, FNI & total population, 15 years and over, 2021

Quebec and CMAs		Total - Activity situation	Active population	Employed people	Un-employed	Inactive population	Activity rate	Employment rate	Un-employment rate
Quebec	Total	6918725	4435465	4100445	335020	2483260	64,1	59,3	7,6
	FN	92335	54110	48935	5180	38225	58,6	53	9,6
	Inuit	10375	6155	5395	755	4225	59,3	52	12,3
Montreal (CMA), QC	Total	3485575	2310440	2117375	193070	1175135	66,3	60,7	8,4
	FN	21660	13490	12205	1290	8165	62,3	56,3	9,6
	Inuit	740	420	350	75	320	56,8	47,3	17,9
Québec City (CMA), QC	Total	683715	453375	424230	29145	230340	66,3	62	6,4
	FN	7485	4765	4335	430	2720	63,7	57,9	9
	Inuit	155	75	70	0	80	48,4	45,2	0
Saguenay (CMA), QC	Total	133435	79960	75455	4500	53480	59,9	56,5	5,6
	FN	2135	1235	1150	85	900	57,8	53,9	6,9
	Inuit	75	25	15	10	45	33,3	20	40
Sherbrooke (CMA), QC	Total	184175	116165	109150	7020	68005	63,1	59,3	6
	FN	2100	1325	1220	110	770	63,1	58,1	8,3
	Inuit	55	55	55	0	0	100	100	0
Trois-Rivières (CMA), QC	Total	132050	78565	73525	5040	53480	59,5	55,7	6,4
	FN	1550	795	670	120	755	51,3	43,2	15,1
	Inuit	40	15	15	0	30	37,5	37,5	0
Ottawa - Gatineau (part of Quebec) (CMA), QC	Total	283470	189300	172775	16520	94170	66,8	61	8,7
	FN	6210	3940	3545	390	2265	63,4	57,1	9,9
	Inuit	305	180	165	15	125	59	54,1	8,3

Source: Statistics Canada, file 98100451.ivt

Appendix 2

Concepts, methods and questions used in the 2021 CENSUS1

Indigenous Peoples Reference Guide, Census of Population, 2021

Release : March 30, 2022 (preliminary) Updated on : November 9, 2022

The «**Registered or Treaty Indian Status**» classification indicates whether a person is a registered or treaty Indian under the Indian Act of Canada.

This classification includes a binary code that reflects the following reported responses: «Status or Treaty Indian» or «Not Status or Treaty Indian»: «Status or Treaty Indian» or «Not Status or Treaty Indian».

The classification «member of a First Nation or Indian band» indicates whether the person is a member of a First Nation or Indian band. This classification reflects the following reported responses: «Member of a First Nation or Indian band» or «Not a member of a First Nation or Indian band».

The variable «**enrolled under an Inuit land claims agreement**» indicates whether a person is enrolled under, or is the beneficiary of, an Inuit land claims agreement. The Inuit have negotiated comprehensive land claims with the federal government. These agreements deal with a wide range of issues, such as land title, fishing and trapping rights, and financial compensation. The variable «enrolment under an Inuit land claims agreement» is determined by responses to the question on enrolment under an Inuit land claims agreement and the question on membership in an

aboriginal group. Non-aboriginal people are classified in the «Not registered under an Inuit land claims agreement and not a beneficiary» category.

The «**Aboriginal ancestry**» variable indicates whether a person has ancestry linked to Canada's Aboriginal Peoples, i.e. First Nations (North American Indians), Metis and/or Inuit. Ancestry refers to the ethnic or cultural origins of a person's ancestors; an ancestor is generally more distant than a grandparent. A person may have more than one ethnic or cultural origin. In the 2021 Census, the terms «origin» and «ancestry» are used interchangeably.

Specific geographic regions are often important to users of First Nations, Metis and Inuit data. The following variables are available in the 2021 Census :

- residence on or off reserve ;
- residence inside or outside Inuk Nunangat.

The «**on-reserve or off-reserve**» variable indicates whether the person's usual place of residence is in a census subdivision (CSD) defined as «on-reserve» or «off-reserve». The «reserve» category includes eight types of CSDs legally affiliated with First Nations or Indian bands: Indian Reserve (IRI), Indian Settlement (S-É) (except for the two Indian settlements of Champagne Landing 10 and Kloo Lake in the Yukon), Indian Government District (IGD), Cree Reserve (TC), Naskapi Reserve (TK), Nisga'a Land (NL), Tsawwassen Lands (TWL) and Tla'amin Lands (TAL). The «off-reserve» category includes all CSDs in Canada not defined as «on-reserve».



The definition of on-reserve residence includes certain census subdivisions for which a First Nation has signed a modern treaty or self-government agreement conferring ownership of the land.

The variable «**residence inside or outside Inuk Nunangat**» indicates whether the person's usual place of residence is in a CSD inside or outside Inuk Nunangat. Inuk Nunangat is the homeland of the Inuit of Canada, and includes communities located in the four Inuit regions: Nunatsiavut (north coast of Labrador), Nunavik (Northern Quebec), the territory of Nunavut and the Inuvialuit region of the Northwest Territories.

Detailed variable definitions can be found in the **Dictionary, Census of Population, 2021, Statistics Canada Catalogue no. 98-301-X**.

Census questions

Data from the 2021 Census of Population on Aboriginal identity, Aboriginal group, Registered or Treaty Indian status, First Nation or Indian Band membership, Métis organization or settlement membership, Inuit Land Claims Agreement registration and Aboriginal ancestry were obtained from responses collected to questions 23, 24, 26, 27, 28 and 29. More specifically:

- for the «aboriginal identity» variable, data are derived from questions 24, 26 and 27;
- for the «aboriginal group» variable, data are derived from question 24;
- for the «treaty or registered Indian status» variable, data are derived from question 26;
- for the variable «member of a First Nation or Indian band», they are derived from question 27;
- for the variable «member of a Metis organization or Metis settlement», they are derived from question 28;
- for the variable «enrolled under an Inuit land claims agreement», they are derived from question 29;
- for the «aboriginal ancestry» variable, they are derived from question 23 (ethnic or cultural origin).

23. What were the ethnic or cultural origins of this person's ancestors?

Ancestors may have Aboriginal origins, origins that refer to different countries, or other origins that may not refer to a country.

To see examples of ethnic or cultural origins, visit **www12.statcan.gc.ca/ascendance**

- Specify all applicable origins in capital letters.

24. Is this person First Nation, Metis or Inuit (Inuk)?

Note: First Nation (North American Indian) includes status and non-status Indians. If «Yes», mark «x» the circle(s) that best describe(s) this person now.

No, not First Nation, Metis or Inuit (Inuk)

Continue with the next question

or

Yes, First Nation (North America Indian)

Go to question 26.

Yes, Metis

Go to question 26.

Yes, Inuit (Inuk)

Go to question 26.

This question collects data in compliance with the Employment Equity Act, its regulations and guidelines, to support programs that give everyone an equal opportunity to participate in Canada's social, cultural and economic life.

26. Is this person a status Indian (registered or treaty Indian under the Indian Act of Canada)?

No

Yes, Status Indian (Registered or Treaty Indian)

27. Is this person a member of a First Nation or Indian band?

If «Yes», from which First Nation or Indian band?

For example, Atikamekw of Manawan, Sturgeon Lake First Nation, Soowahlie Indian Band.

No

Yes, member of a First Nation or Indian band

Specify the name of the First Nation or Indian band :

29. Is this person registered under an Inuit land claims agreement, or is he or she the beneficiary of an Inuit land claims agreement?

No

Yes

What's the agreement on Inuit land claims?

The Inuvialuit Final Agreement

Nunavut Agreement (Nunavut Land Claims Agreement)

James Bay and Northern Quebec Agreement (Nunavik)

Labrador Inuit Land Claims Agreement (Nunatsiavut)

or

Specify agreement :

Reference: https://www.statcan.gc.ca/fr/programmes-statistiques/instrument/3901_Q2_V6

Guide to the Labour Force Survey

2020, catalog number 71-543-G

The concepts and definitions of employment and unemployment adopted by the survey are based on those approved by the International Labour Organization (ILO).

Employment: Employed persons are those who, during the reference week :

- performed any kind of work in the course of employment or in a business, i.e., any paid work performed for an employer or on one's own account. This also includes persons who were engaged in family work, which is defined as unpaid work that contributes directly to the operation of a farm, business or professional practice owned and operated by a related member of the same household; or
- had a job, but were not at work due to illness or disability, personal or family obligations, vacations or a labour dispute. This category excludes people on layoff or between casual jobs, and those who were not employed at the time (even if they had a job to start later).

Unemployment: Since the concept of unemployment is based on the unused portion of the labor supply, the operational definition of unemployment is primarily based on job-seeking activity and availability for employment. Not only is job-seeking activity conceptually appropriate, it can also be measured objectively and consistently over time in a household survey. The definition of unemployment is therefore as follows :

Unemployed persons are those who, during the reference week:

- had no work, but had looked for work in the last four weeks ending with the reference period and were available for work ;
- had been temporarily laid off due to economic conditions, but expected to be called back to work and were available for work; or
- were unemployed, but had a job starting within four weeks of the reference period and were available for work.

People are considered available for work if they declared that they could have worked during the reference week if a suitable job had been offered to them (or, in the case of people on temporary layoff, if they had been recalled to work) ; or if the reason for not holding a job was of a temporary nature, such as illness or disability, personal or family obligations, having a job to start soon, or being on vacation (prior to 1997, people on vacation were not considered available). Full-time students currently studying and looking for full-time work are not considered available during the reference week. It is assumed that these students are looking for a summer job, a co-op job or a permanent job that they will take up later; they are therefore not included in the labor supply.

It should be emphasized that this definition encompasses two groups of people who need not be looking for work: those on temporary layoff and those with a job starting at a specified future date. People on temporary layoff are counted as unemployed; they are clearly willing to provide their service, since they expect to return to work. The same reasoning applies to people due to start a new job in four weeks or less.

Finally, to measure job search and thus determine the number of unemployed, the LFS uses a four-week period, whereas the reference period is one week in the case of employed people. This difference is justified by the time it takes to find a job, for example, the time elapsed between applying for a job and receiving replies. These delays require that job search activities be measured over a period longer than a week, in order to obtain an exhaustive measure of the number of job seekers.

Inactive: These are people who were neither employed nor unemployed during the reference period. This category includes people who, during the reference period, were unable to work or were not available for work. It also includes people who were out of work and had neither looked for work in the last four weeks, nor a job due to start within four weeks of the reference period.

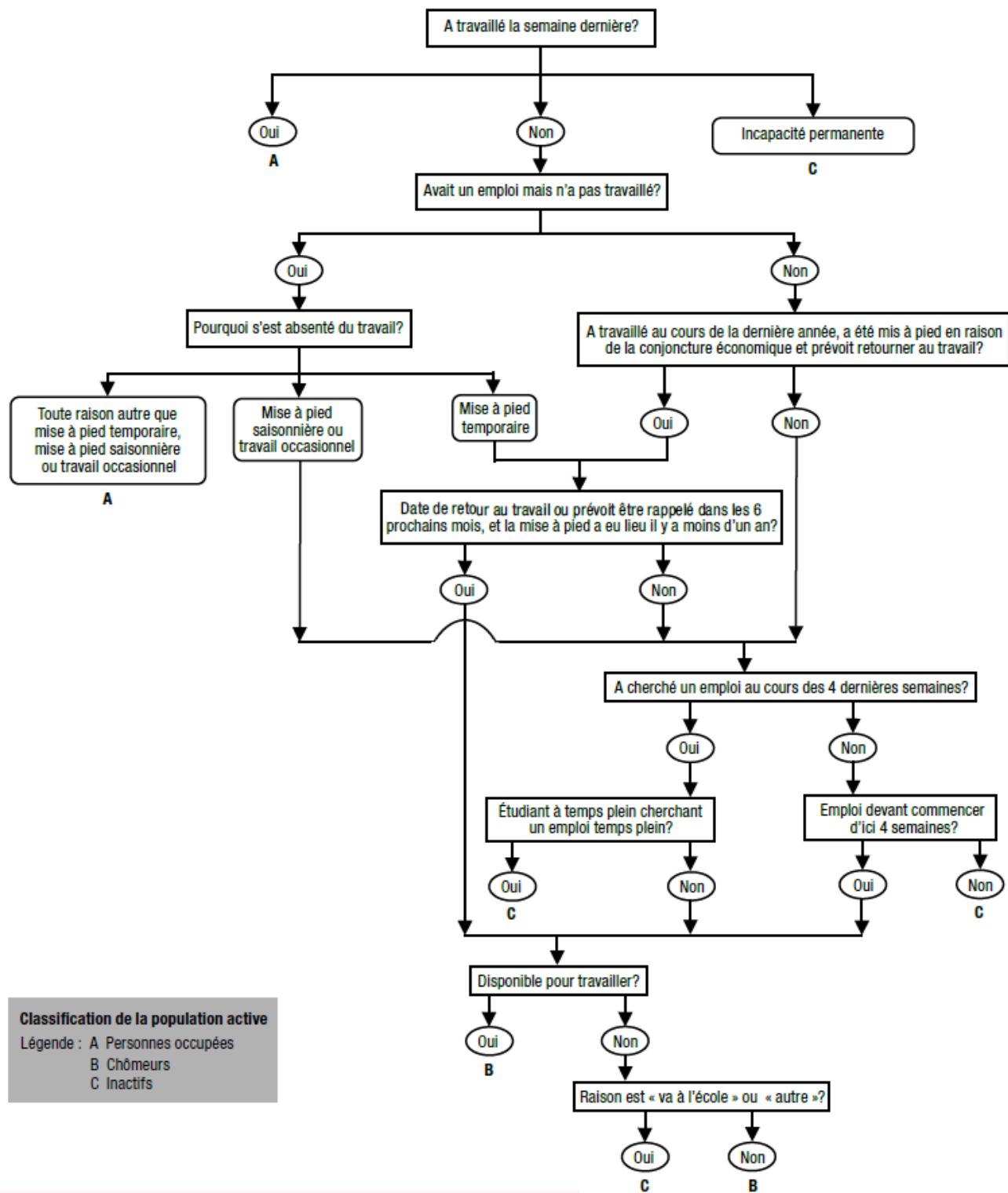
A note on international comparisons: Most industrialized countries, including Canada and the United States, subscribe to the guidelines established by the International Labour Organization and the United Nations for defining and measuring labour market activity, including unemployment. However, these guidelines are, by design, rather imprecise, so that each country can interpret them in the context of its own labor market. As a result, unemployment rates are not entirely comparable between countries. Analysts at Statistics Canada's Labour Market Information Centre have vigorously examined the measurement differences between the Canadian and U.S. unemployment rates. When the Canadian unemployment rate is adjusted to reflect U.S. estimates, it decreases by about one percentage point. For more information on the conceptual differences between Canadian and U.S. measures of employment and unemployment rates, please consult the technical paper entitled « Measuring employment and unemployment in Canada and the United States – a comparison ».

Classification of the working population by activity

Each respondent aged 15 and over is classified into a labour force category (employed, unemployed and inactive), based on the answers they provided to several questions during the interview. Chart 2.1 illustrates the path followed to determine respondents' activity status.

Aboriginal group: These are people who declared themselves to be Aboriginal, i.e. First Nations (North American Indians), Metis or Inuk. People living on Aboriginal reserves and settlements in the provinces and those living in the territories are excluded from the scope of the survey. For the purposes of the LFS, a person may declare that he or she belongs to more than one of these groups. For example, a respondent may declare to be both First Nations and Metis.

Figure 2.1
Classification de la population active



Note : La réponse « Incapacité permanente » a été éliminée de l'enchaînement des questions en mars 2020.
Source : l'Enquête sur la population active (3701).



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