



FIRST NATIONS AND INUIT LABOUR MARKET ADVISORY COMMITTEE

LABOUR MARKET CONDITIONS FOR FIRST NATIONS AND INUIT IN QUÉBEC

Current situation and trends

Frank Polson, Algonquin Artist



A contribution
to the
development
of Quebec

Research conducted for:
First Nations and Inuit Labour Market Advisory Committee

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GLOSSARY

The 2015 Guide to the Labour Force Survey provides the following information on the concepts and definitions utilised:

“Since 2004, questions relating to First Nation affiliation were being asked in the territories. Since January 2007, these same questions were asked in all of the provinces. The labour force data on First Nations have been available since the fall of 2008.

...is (he/she) an Aboriginal person, either a North American Indian, a Métis or an Inuit?

If the respondent already specified their Aboriginal affiliation, select from the following group:

if not, ask: **... is (he/she) a North American Indian, a Métis or Inuit?**

Select the appropriate answer

ABO_Q01

- 1 Yes
- 2 No

ABO_Q02

- Select all appropriate answers*
- 1. North American Indian
 - 2. Métis
 - 3. Inuit (Eskimo)

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

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

- a) Were working in a job or in a business with remuneration from an employer or were self-employed. This also includes individuals working for family without remuneration as defined as a non-remunerated job that contributes directly to the operation of a farm, business or practice of professionals belonging to a relative living in the same dwelling and owned by said relative; or
- b) Had a job but was not working due to illness or disability, personal or family responsibilities, holidays or because of a work-related conflict. This category does not include individuals who were dismissed or between seasonal jobs, nor those who were unemployed at that time (even if they had a job that would start at a later date).

Unemployment: Since the concept of unemployment is based on the unused portion of labour supply, the working definition of unemployment is based mainly on job search activity and availability for work. Not only considering that a job search appears conceptually appropriate, but this activity can, in a household survey, be measured objectively and uniformly in time. The definition of unemployment is therefore the following:



Unemployed persons who, during the reference week:

- a) Were unemployed but were actively searching for work within the last four weeks ending with the reference week, and were available for work; or
- b) Were temporarily dismissed due to economic circumstances, but were waiting on a call-back, and were available for work; or
- c) Were unemployed, had a job that would start within four weeks of the reference week, and were available for work.

Non-active people: Persons who were neither employed nor unemployed during the reference week. This category includes persons who, during the reference week, were unable to work or were unavailable for work. Also included are those without a job and have not actively searched during the past four weeks nor with a job that would begin four weeks after the reference week.

Aboriginal group: Includes persons who reported being an Aboriginal person, that is, First Nations (North American Indian), Métis or Inuk (Inuit). Excluded from the LFS coverage are persons living on reserves and other Aboriginal settlements in the provinces. In the LFS, a person may report more than one Aboriginal affiliation. For example, a respondent could report being both First Nations and Métis.

Population: The target population covered by the survey corresponds to all persons aged 15 years and over residing in the provinces of Canada, with the exception of the following: persons living on Indian reserves, full-time members of the regular Armed Forces and persons living in institutions (for example, inmates of penal institutions and patients in hospitals or nursing homes who have resided in the institution for more than six months).

Labour force: Civilian non-institutional population 15 years of age and over (excluding residents of institutions) who, during the survey reference week, were employed or unemployed.

Labour force participation rate: Percentage of the labour force population corresponds to all persons aged 15 years and over. The rate for a given group (for example, women aged 25 and over) is the number of unemployed in that group expressed as a percentage of the labour force for that group.

Unemployment rate: Number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group (for example, age, sex, marital status) is the number of unemployed in that group expressed as a percentage of the labour force for that group.

Employment rate (employment/population ratio): Number of employed persons expressed as a percentage of the population 15 years of age and over. The employment rate for a particular group (age, sex, marital status, province, etc.) is the number employed in that group expressed as a percentage of the population for that group¹.

1. Source: Statistics Canada. Guide to the Labour Force Survey, 2015, No 71-543-G.



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INTRODUCTION

This report updates the previous report published in 2013 that depicted the labour market situation for First Nations and Inuit in Québec. This new research relies on the most recent data taken mostly from the *National Household Survey* carried out by Statistics Canada in 2011. To this we add data related to the *Labour Force Survey* which updates the labour market trends for First Nations living off reserve.

This diagnosis on the current state of situation and its trends casts a light on two of three main groups of Aboriginal people in Québec – the FNI (First Nations and Inuit) and limits the analysis solely to these groups when data collected permits. Certain analyses have however included the third group, the Métis, specifically at the regional and local levels because the tables available do not allow distinguishing them from the First Nations and Inuit.

Even though certain findings resemble several points already contained in the first report, they are reflective of a situation that is slowly changing. The strategies necessary to profoundly change the identified gaps and disadvantages must be spread out on several fronts simultaneously with major budgetary efforts. These actions require a close collaboration of the different jurisdictions to unravel this problem whose effects are costly in economic and human terms.

In order to intervene adequately to resolve this problem, the proposed analyses bring to light the obvious ties between the labour market and several aspects. Demographics play an important explanatory role in the present situation because of the preponderance of a very young workforce among First Nations and Inuit that illustrates the difficulty of integrating new participants who arrive in great numbers into the labour market. Long term demographic projections that take into account the current high birth rate demonstrate trends that will continue to accentuate this additional contribution of new workers.

Other determining factors also influence FNI performance in the labour market. One such factor constitutes a major element when explaining the gaps identified as top indicators of the labour market. Low educational attainment levels by a major portion of FNI reflected in a strong portion of the population with no high school diploma or in the low percentage who access post-secondary studies constitute a major handicap that limits access to quality employment and brings about the underutilisation of capacities. This diagnosis is shared by several studies that have addressed this topic.

This research also highlights the very significant gaps for First Nation populations who reside on reserves or for the Inuit who live in small rural communities. In addition, FNI who are concentrated in areas like the North Shore or Northern Québec face huge gaps between their labour market indicators compared to those of the general population of the same regions. The magnitude of these gaps is testament to the important efforts that are needed to correct this adverse situation.

Other numerous situations help shed light on the signs of the difficulties that touch FNI. Their high concentration in some sectors of economic activity, their very limited presence in the more qualified professional groups, the language barriers related to knowledge and use of the French or English language, the incidence of poverty and low income and limited access to a full time year round job adds to the previous other aspects. Multi-faceted actions and interventions are essential for establishing an overall strategy that



would resolve these issues and help reduce the high social-related costs. Moreover, the major long-term economic impact to reduce the breadth of these gaps in terms of employment and educational attainment were revealed in a recent study.

Many constraints affect the findings throughout this report. In 2011, the year when most of the conclusions are drawn, it was a particularly troubling year to obtain reliable results on FNI. Thus, for many years, some FNI communities systematically refused to provide the necessary information and since several of them represent a large segment of the population, the results tend to be biased and hardly measurable. The second constraint relates to the voluntary nature of the 2011 survey. In certain localities and regions, the overall rate of non-responses are very high and therefore tainting the reliability of the data collected. Comparisons with previous census surveys required an important warning and the conclusions related to identified trends in terms of reduction, of stabilisation or growth of the gaps within the labour market indicators prove to be difficult to maintain, unless the movements were of a great extent. A final constraint comes from the limited size of the population that the analysis is based upon and the desire to examine certain factors further such as educational attainment levels depending on age, gender and chosen field of study makes it unreliable.

This update of previous works contain several new points. Three administrative regions have been added to the three regions covered by the previous report. These regions are: Abitibi-Témiscamingue, Montérégie and Gaspé-Iles-de-la Madeleine. This addition takes into account the portion and overall number of FNI in the 17 administrative regions of Québec. The regional analysis is based on detailed data since information on 28 reserves are available and new specific tables per region were produced. The more recent data (from 2015) from the Labour Force Survey enables updates on the labour market trends for FN living off reserves. A few new recent studies published since the previous report also serve to document the status of the situation: new demographic forecasts for FNI, estimates on long-term economic advantages to reduce the employment and educational attainment gaps and recent works about the situation of FNI are new to this report.

Four major sections form the backbone of this document. The first part compares the situation of FNI in Québec with their counterparts in the rest of Canada and distinguishes the special features that characterize the Québec labour market. The second part focuses on the different aspects of the Québec labour market for FNI and emphasizes the demographic and socio-economic aspects that differentiate FNI from the rest of the population. The third part retraces the historical evolution of trends in the major indicators of the labour market and attempt to evaluate if the discrepancies are narrowing or not. The last part sheds light on the regional labour market which allows qualifying the conclusions that distinguish the overall portrait.



SOURCES, DEFINITIONS AND CONCEPTS

For the National Household Survey of 2011, Statistics Canada produced several reference documents from which derive methodological information related to Indigenous people. The definitions in use, the notion of reserves, and the data collection methods shed a particular light on the changes that have occurred since the last census of 2006 and on the specific context of this study.

“On reserve population

On reserve population is a derived census variable that is captured by using the census subdivision (CSD) type according to criteria established by Aboriginal Affairs and Northern Development Canada (AANDC; formerly Indian and Northern Affairs Canada [INAC]). On reserve population includes people living in any of the six CSD types legally affiliated with First Nations or Indian bands (described below).

The following census subdivision types are based on the legal definition of legally affiliated with First Nations or Indian bands.

Indian reserve (IRI) - A tract of federally owned land with specific boundaries that is set apart for the use and benefit of an Indian band and that is governed by Aboriginal Affairs and Northern Development Canada (AANDC). Statistics Canada only recognizes the subset of Indian reserves that are populated (or potentially populated) as census subdivisions. For 2011, of the more than 3,100 Indian reserves across Canada, there are 961 Indian reserves classified as CSDs (including the 6 reserves added for 2011). Statistics Canada works closely with AANDC to identify those reserves to be added as CSDs.

Indian settlement (S-É) - A place where a self-contained group of at least 10 Indian (Aboriginal) persons reside more or less permanently. It is usually located on Crown lands under federal or provincial/territorial jurisdiction. Indian settlements have no official limits and have not been set apart for the use and benefit of an Indian band as is the case with Indian reserves. Statistics Canada relies on AANDC to identify Indian settlements to be recognized as census subdivisions, and their inclusion must be with the agreement of the provincial or territorial authorities. An arbitrary boundary is delineated to represent each Indian settlement as a census subdivision.

Terres réservées aux Cris (TC) - Parcels of land in Québec set aside for the permanent residence of Cree First Nations of Québec. *Terres réservées aux Cris* are adjacent to Cree villages. The area of a Cree village is set aside for the use of Cree bands, but members of Cree bands are not permanently resident there. Note that a Cree village and its adjacent *terre réservée aux Cris* can have the same name, e.g., the Cree village of Waswanipi and the *terre réservée aux Cris* of Waswanipi.



Terres réservées aux Naskapis (TK) - Parcels of land in Québec set aside for the permanent residence of Naskapi First Nations of Québec. *Terres réservées aux Naskapis* are adjacent to *village Naskapi*. The lone area of *village Naskapi* is set aside for the use of the Naskapi band, although its members do not reside there permanently².

Collection on reserves and in isolated regions

Two types of questionnaires were developed for the NHS: a questionnaire for self-administered collection and a questionnaire for collection in reserves and isolated regions where 100% of households were called upon to respond to an interview with a Statistics Canada census enumerator.

A sampling ratio varies according to the type of delivery of the questionnaire. When delivered by mail, approximately 3 households out of 10 (29%) received the questionnaire. For questionnaires delivered by the enumerator, the sampling ratio is one household out of 3 (33%); however, when it came time to reach households in isolated regions or households on Indian reserves, where the only method of response offered was an interview, all households were invited to participate in the NHS.

The reference date of a survey is the date which the respondents answer each of the questions. The reference date for the NHS is May 10th 2011, the same date as that of the Population Census of 2011.

Nevertheless, discrepancies can exist between the NHS estimates and the census numbers for common traits. Thus, the smaller the geographical area, greater is the risk that the NHS estimates are different than the numbers of the census. This aspect was present with the complete questionnaire of the 2006 Census but it was rare because of the higher response rate and little variation between these response rates from one region to the next whether for small or large municipalities.

The content of the NHS is similar to that of the 2006 Census. However, many changes were made to certain questions or sections of the questionnaire. For example, questions to measure Aboriginal identity were slightly changed³.

Incompletely enumerated Indian reserves and Indian establishments

“On reserve” includes six census subdivision (CSDs) types legally affiliated with First Nations or Indian bands, i.e., Indian reserve (IRI), Indian settlement (S-É) (except for the *terres réservées aux Cris* (TC), *terres réservées aux Naskapis* (TK)).

In 2011, there were a total of 36 Indian reserves and establishments that were partially enumerated within the National Household Survey (NHS) framework. The enumeration of the NHS was not authorised in 23 reserves or establishments or were interrupted before completion. With regard to 13 reserves in Northern Ontario, the enumeration was rescheduled due to natural disasters (specifically forest fires) and the estimates for these communities are not included in the provincial or national estimates.

2. Statistics Canada, 2011 Census Dictionary, No. 98-301-X2011001

3. Statistics Canada, 2011 National Household Survey user guide, No. 99-001-X2011001



Indian reserves or establishments partially enumerated in alphabetical order

- Akwasasne, IRI, Permission not granted, Upper St-Lawrence
- Doncaster, IRI, Permission not granted, Laurentians
- Essipit, IRI, Partial enumeration – other, Upper North Shore
- Kahnawake, IRI, Permission not granted, Roussillon
- Kanesatake, S.É, Permission not granted, Two-Mountains
- Rapid Lake, IRI, Partial enumeration – other, Vallée-de-la-Gatineau
- Wendake, IRI, Québec, Permission not granted, Québec

Aboriginal identity

Although measuring the same concepts, four questions of the 2001 NHS are slightly different from the questions in the 2005 Aboriginal people's Census. The formulation of the questions was modified to correspond to the present terminology and to ensure consistent accuracy in measuring the Aboriginal population.

Changes in legislation, for example, Bill C-31 in 1985 and C-3 in 2011 have produced repercussions on concepts such as Aboriginal identity and Registered or Treaty Indian.

Changes to Canadian laws relative to Aboriginal people can produce repercussions on the response by Canadians to questions related to Aboriginal identity. The net result of these changes cannot be measured. The users must take this into account when interpreting the results.

The resulting standard classification of the 2011 NHS used for the variable Aboriginal identity is as follows:

- Total population – Aboriginal identity
- Aboriginal identity
- Aboriginal single identity
- First Nations (North American Indian) single identity
- Métis single identity
- Inuk (Inuit) single identity
- Aboriginal multiple identities
- Aboriginal identities not included elsewhere
- Non-Aboriginal identity



Notes:

1. 'Aboriginal identity' refers to whether the person reported being an Aboriginal person, that is, First Nations (North American Indian), Métis or Inuk (Inuit) and/or being a Registered or Treaty Indian (that is, registered under the *Indian Act* of Canada) and/or being a member of a First Nation or Indian band. Aboriginal peoples of Canada are defined in the *Constitution Act*, 1982, section 35 (2) as including the Indian, Inuit and Métis peoples of Canada.
2. First Nation (North American Indian) – Single identity includes persons who reported being First Nations (North American Indian). This category includes persons who reported the single response of First Nations (North American Indian) but did not report being Métis or Inuk (Inuit).
3. Métis – Single identity includes persons who reported being Métis. This category includes persons who reported the single response of Métis but did not report being First Nations (North American Indian) or Inuk (Inuk).
4. Inuk (Inuit) – Single identity includes persons who reported being Inuk (Inuit). This category includes persons who reported the single response of Inuk but did not report being First Nations (North American Indian) or Métis.
5. Aboriginal multiple identities includes persons who reported being any two or all three of the following: First Nations (North American Indian), Métis or Inuk (Inuit).
6. Aboriginal identities not included elsewhere includes persons who did not report being First Nations (North American Indian), Métis or Inuk (Inuit) but who did report being a registered or treaty Indian status and/or membership in a First Nation or Indian band.⁴

Though measuring the same concepts, four questions from the NHS are slightly different from the questions contained in the 2006 Aboriginal people's census. The formulation of the questions was modified to correspond to the present terminology and to ensure consistent accuracy in measuring the Aboriginal population. For example, changes were made in 2011 in the terminology of the question on Aboriginal groups (question 18). The expression "North American Indian" was replaced by First Nation (North American Indian) and the expression "Inuit (Eskimo)" was replaced with Inuk (Inuit) in the question and in the response categories. The following note was added: "Nota: First Nation (North American Indian) includes Indians with status and Indians without status".

Bill C-3, *Gender Equity in Indian Registration Act*, came into effect on January 31st, 2011 ensures that the eligible grand-children of women who lost their Indian status through marriage to a non-Indian can obtain Registered Indian status⁵.

4. Statistics Canada, Aboriginal People's reference guide, No. 99-011-X2011006

5. Statistics Canada, Aboriginal people's technical report, No. 99-011-X20011002



Population center

“A region with a demographic concentration of less than 1,000 inhabitants and a population density of at least 400 inhabitants per square kilometer

The term population center replaces the term urban area. These population centers are classified in three groups according to population size:

- Small population centers have a population of between 1,000 to 29,999 inhabitants
- Mid-size population centers have a population of between 30,000 to 99,999 inhabitants
- Large population centers have a population of between 100,000 plus inhabitants.

Rural regions

Rural regions (RR) include all the territory located outside the population centers. Together, these population centers and rural regions cover all of Canada.

The rural population includes persons living in the rural regions within Census Metropolitan Areas (CMA) and the Agglomerations (CA) as well as persons living in rural regions outside the CMA or CA.

Rural regions of Canada are the remaining areas once boundaries of the population centers have been established with the use of the population data of the current census.

In rural areas, the population density and living conditions vary considerably. Rural regions include:

- Small cities, villages and other localities of less than 1000 inhabitants according to the present census
- Rural regions of Census Metropolitan Areas and of the Agglomerations can include property sectors, farm land, undeveloped land as well as land that is impossible to build on
- Farm land
- Remote areas and natural lands⁶

6. Statistics Canada, 2011 Census Dictionary, No.98-3010X2011001



PART ONE

First Nations and Inuit in the Québec and Canada labour markets

This first part presents the characteristics of Québec First Nations and Inuit within Canada. Firstly, the relative importance of the groups being studied in Québec is compared to all of Canada and other jurisdictions, such as the provinces and territories. The portion held by FNI and their numbers in each territory constitute comparison points to consider for situating Québec. Once this information is established, the heart of the subject is broached under the angle of main labour market indicators, mainly thr 15 years and over population, the labour force, employed or unemployed and their related indicators. Thus, a first evaluation is presented, reporting on the Canadian and Québec problems in terms of compared performance of the indicators. The historical analysis on the specific development of indicators for FNI and those of the entire population are presented in the third part of this document.

This contextual setting is proposed in order to try to perceive the major trends and to draw the necessary conclusions to improve on how the labour market functions for FNI. Has the situation for FNI really improved over the past decade, and if so, what is left to be done? In light of the results, a question begs to be asked: what advantages would be gained if we reduce the gaps again in terms of employment rates and educational attainment rates? A Canadian study proposes to quantify these efforts and their impacts.

1.1 First Nations and Inuit of Québec and Canada

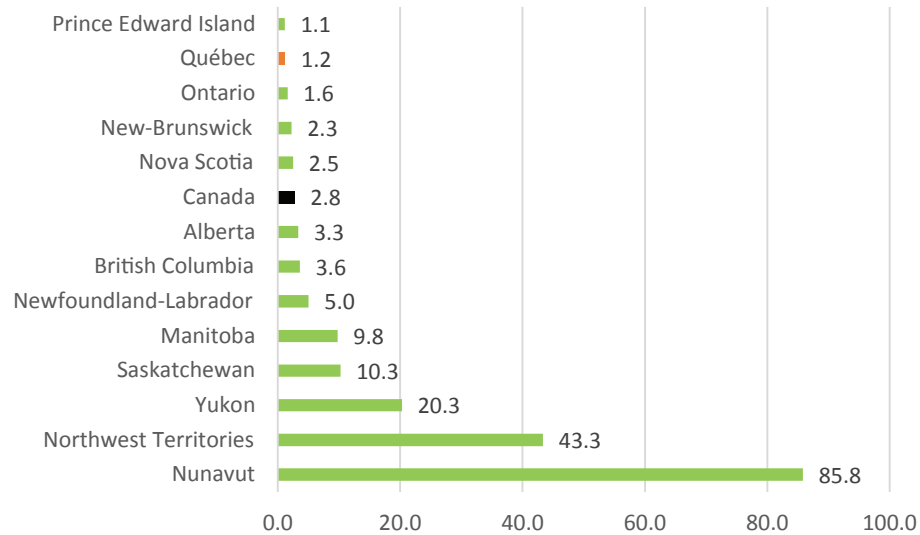
The Aboriginal population of Québec in 2011 was estimated at 141,915 out of a total of 7,732,520, equal to 1.8% of the population. Three major groups identify as Aboriginal, the First Nations (82,425), the Métis (40,960), and the Inuit (12,570) (Table A1 of the appendix of statistics). A portion of Aboriginal people (5,960) are classified as having multiple identity or belong to another Aboriginal classification. The FNI (94,995)⁷, comprised of First Nations and Inuit constitute the subject of this analysis. In Canada, within the general population of 32,852,320, there is an estimated 1,400,685 Aboriginals from which 851,560 are identified as First Nations, 451,795 as Métis and 59,440 as Inuit. There are therefore 911,000 First Nations and Inuit in Canada.

In Canada, Québec holds one of the lowest proportions of FNI within its population, behind Ontario and before Prince-Edward-Island. Estimated at 1.2%, the proportion of FNI in Québec is below the Canadian average of 2.8%. The western provinces like Manitoba, Saskatchewan, British-Columbia and the Northern Territories (Yukon, Northwest Territories and Nunavut) have higher proportions, from about 10% and close to 86% (Nunavut). (Figure 1)

7. In 2012, the *Secrétariat aux affaires autochtones du Québec* estimated the number of FNI at 98,731 of which 87,091 are First Nation and 11,640 are Inuit



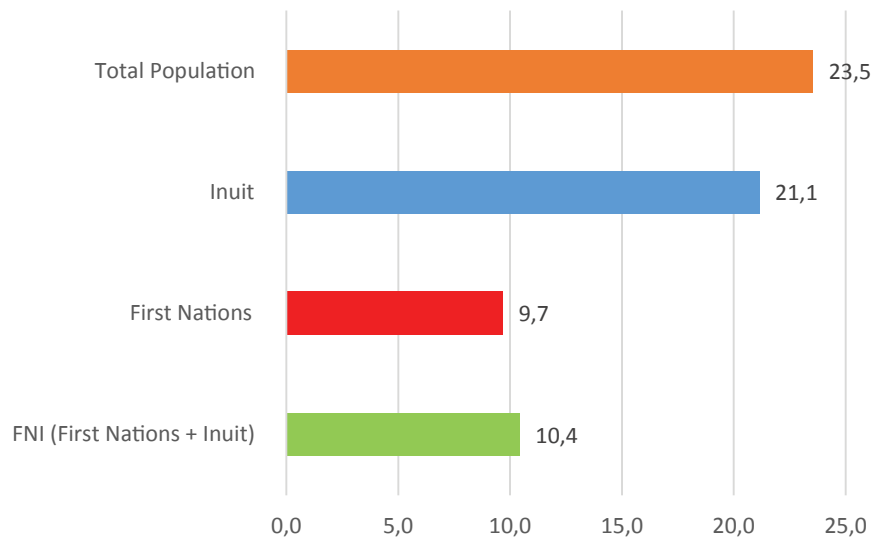
Figure 1 Proportion of FNI within the population per province, Canada, 2011



Source: Table A1, appendix of statistics.

Even if the proportion of FNI in the general population of Ontario (16%) is low, it nevertheless represents more than 22% of all of FNI in Canada. In Québec, where the proportion of the Canadian population is estimated at 23% in 2011, the FNI represent a smaller proportion (10.4%) of FNI in Canada.

Figure 2 Proportion of general population, of FNI, First Nations and Inuit of Québec in all of Canada, 2011



Source: Table A1, appendix of statistics.



A distinction should be made on the concentration of First Nations and Inuit. First Nations are mainly located in six provinces, the central provinces of Québec and Ontario and the Western provinces including British-Columbia. But the Inuit are more concentrated than the First Nations because two-thirds of them live in Nunavut and Northern Québec.

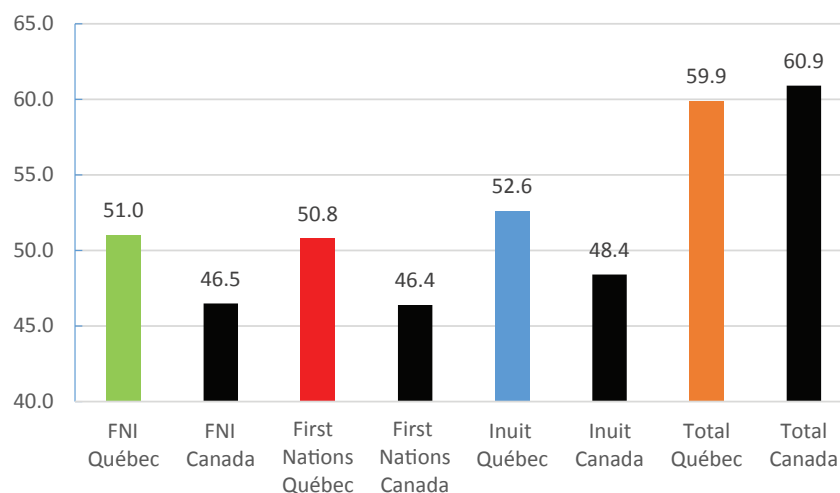
1.2 First Nations and Inuit in the labour market in Canada and Québec

Among the 94,995 FNI is a smaller number of persons aged 15 and over, approximately 69,906 persons, who are in the labour market and out of which 61,700 are First Nations and 8,125 are identified as Inuit (Table A1.1 in the statistical appendix). They represent the labour pool and several among them are considered as persons who are active (42,035) in the labour market because they either have employment (35,680) or are unemployed (6,350). The others are classified as inactive (27,870) because they are neither employed nor unemployed (Table A3 in the statistical appendix).

As a whole, for FNI, Québec displays labour market indicators whereby the levels are higher in terms of employment or activity rates or lower for unemployment rates compared to those estimated for FNI in all of Canada. Moreover, the gaps for these same indicators between those for FNI and those for the entire population are less in Québec than in all of Canada (Table A2 in the statistical appendix).

An example of these findings is illustrated in the employment rate (Figure 3). In Québec, the employment rate for FNI (51%) is higher than that of FNI in Canada (46.5%) and this advantage is observed equally for First Nations (50.8% compared to 46.4%) and Inuit (52.6% compared to 48.4%).

Figure 3 Employment rate for FNI, First Nations and Inuit and the general population, Québec and Canada 2011



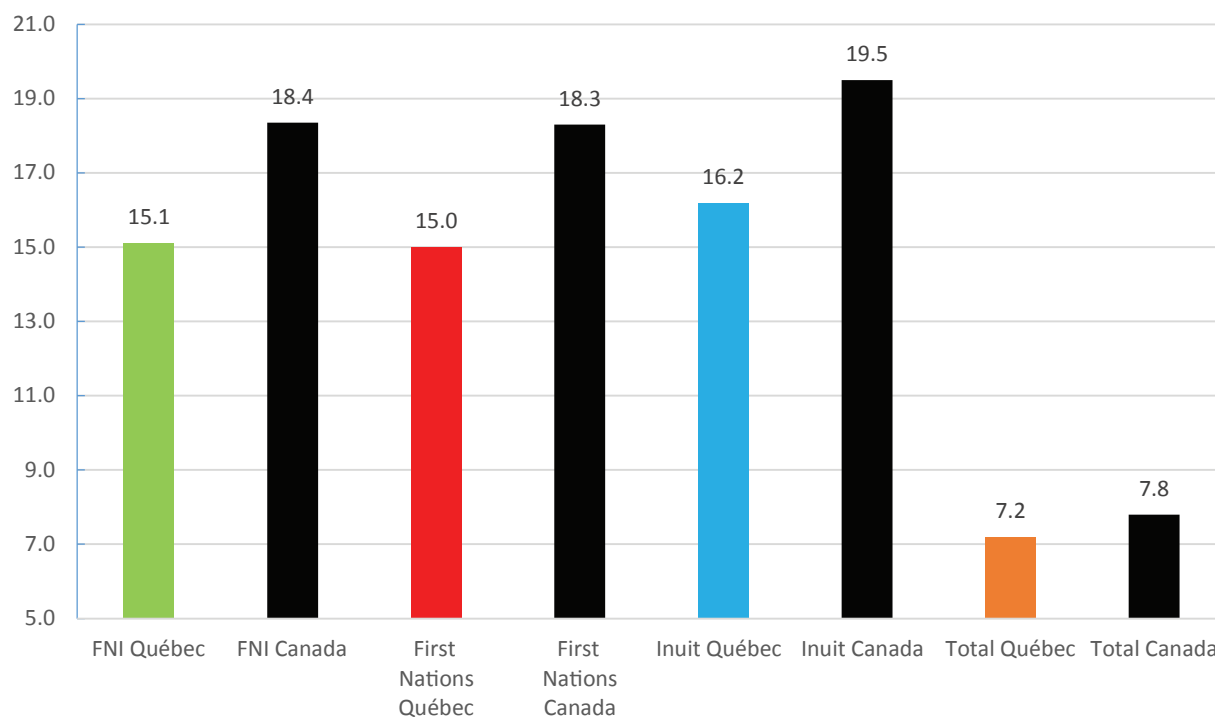
Source: Table A2, appendix of statistics.



The second finding relates to the gaps in the employment rate between FNI and the general population. In Québec, these gaps are inferior to those across Canada. FNI in Québec display an employment rate, where the level is lower than 9 percentage points than that of the entire population (51% compared to 59.9%). In Canada, this gap exceeds 14 percentage points (46.5% compared to 60.9%).

The unemployment rate, which is double for FNI of Québec (15.1%), compared to the general population (7.2%), also displays a significant gap of 8 percentage points (Figure 4). Across Canada, the gap is even more accentuated at almost 11 percentage points (18.4% compared to 7.8%).

Figure 4 Unemployment rate for FNI, for First Nations and Inuit and the general population, Québec, Canada, 2011



Source: Table A2, appendix of statistics.

The third indicator, the participation rate, also presents the same type of gaps for FNI of Québec (60.1%) in relation to FNI in Canada (56.9%). In relation to the entire Québec population, FNI present a gap of almost 5 percentage points. In Canada, this same gap is closer to 9 percentage points.

In other words, the situation requires corrective measures that will reduce the gaps between FNI and the general population, and the gaps to fill are significant though less than those identified across Canada in 2011.



Many factors can be at the root of these differences in performance in the labour market between FNI of Québec or Canada and the general population. A Canadian study points to a certain number of them which apply to Québec as well:

“The lowest level of educational attainment, insufficient training, poor proficiency for the French or English language, single parents, a greater geographic mobility and discrimination”⁸.

The authors of this study also refer to other Canadian studies that identified the lower employment and income rates of First Nations (Bernier, 1997) Wilson and MacDonald, 2010; Pendakur and Pendakur, 2010). In the next sections of the report, some of these factors will be delved into deeper with consideration to the demographic context specific to FNI. The next part illustrates the importance of very different demographic trends between Aboriginal people and the general population which is already apparent in the current distribution by age.

8. Bougie, E., Kelly-Scott, K., and Arriagada, P., *Expériences au chapitre de l'éducation et de l'emploi des Premières Nations vivant hors réserve, des Inuit et des Métis*, November 2013, p. 28



PART TWO

The socio-economic and demographic characteristics of First Nations and Inuit

Having established that the situation of FNI in Québec is similar to that of FNI in Canada in terms of under-utilisation of this labour force in the labour market and that the gaps between their labour market indicators and those of the population as a whole are less than those observed in Canada, the analysis continues to examine their specific characteristics under various angles. Whether its demographic aspects such as a fast growing population dominated by an age pyramid directed to the young age of the workers of which it is comprised of, or of the obvious insufficient educational attainment levels that provide access to quality employment, or from a differentiated contribution of women in the labour market or of the concentration of First Nations in reserves or Inuit and First Nations in rural areas that are isolated from the urban centers, it is necessary to identify the major perimeters that influence their participation in the labour market and their characteristics.

2.1 Demography: recent and forecasted development in Québec

From 2006 to 2011, the FNI population (24.9%) has grown six times more rapidly than that of the entire population of Québec (4%), going from 76,045 individuals in 2006 to 94,995 in 2011, an increase of 18,950 in five years. During this time, the general population of Québec increased by 296,615. The FNI, who represented 1.2% of the general population in Québec in 2011, contributed more than their share in this increase since they form 6.4% of this overall increase (18.9% out of 296,615). This significant demographic contribution is attributed to a high birth rate and to a factor identified as inter-ethnic mobility⁹. A fact sheet from the Department of Indigenous Affairs and Northern Development Canada confirms a similar increase in Canada for the period of 2006-2011 for First Nations between 25 and 64 years of age.

The population increase was more rapid among First Nations (26.6%) than with the Inuit (14.7%). First Nations saw their population increase from 17,335 persons to 65,090 in 2006 to 82,435 in 2011. For the Inuit, their population increased by 1,615 persons to reach a general population of 12,570 in 2011; this increase, which evolves at a rate of 3.5 quicker than that of the entire population adds a constant flow of new entries into the labour market. This demographic growth is perceived as an advantage within the present context; according to one opinion, this increasing demographic will help reduce the gaps:

“The growth of the working age population – those individuals aged 25 to 64 years old – are of particular relevance to labour markets. Over the next decade, roughly 400,000 Aboriginal youth will join the 900,000 Aboriginal peoples already of working age. The 2014 federal budget capitalized on this sentiment, by recognizing the importance of Aboriginal economic

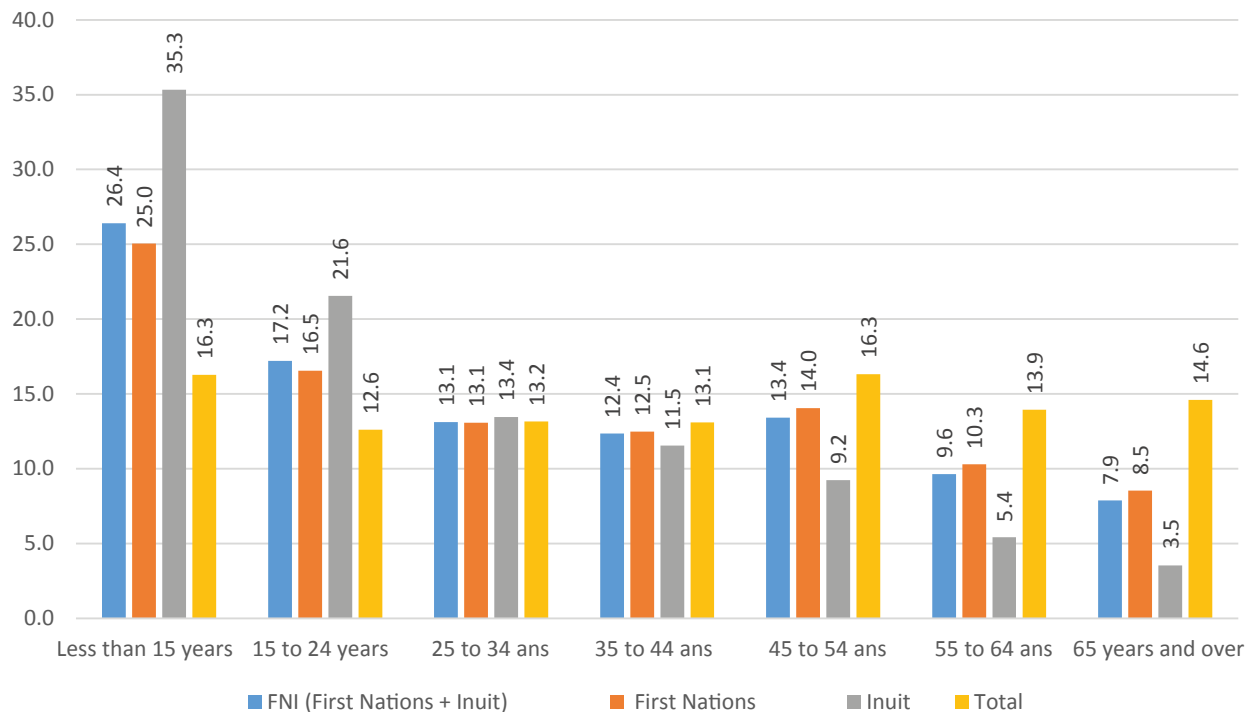
9. Inter-ethnic mobility (intra and intergenerational) is mentioned by Statistics Canada (91-552-X, p. 6) in the study by Malenfant and Montmorency. It relates to the change of identity in certain individuals over the course of their lifetime or a different identification of children with regard to their parents. This phenomena is mainly prevalent with the Métis and less so for First Nations.



participation. It stated that "A skilled and engaged Aboriginal labour force can improve the lives of Aboriginal peoples, mitigate employment gaps due to Canada's aging population and contribute to the growth of the Canadian economy"¹⁰.

This strong population growth has repercussions on the distribution by age of these populations and by ricochet, on their average or median age. Figure 7 illustrates this high concentration of FNI, the Inuit more so than the First Nations in the less than 25 years of age group. The opposite is so for those aged 45 or more, where the general population dominates, whereas for FNI, and even less so for the Inuit, are proportionately less. The median age summarises these age differences, FN (31.3 median age) and more so for the Inuit (21.3) are clearly younger than the general Quebec population (41.2).

Figure 5 Distribution of the FNI population, First Nations and Inuit and the general population, Québec, 2011



There are more women in the First Nations group (51.2%) than in the general population (50.7%). Women represent 50.2% of this population among the Inuit.

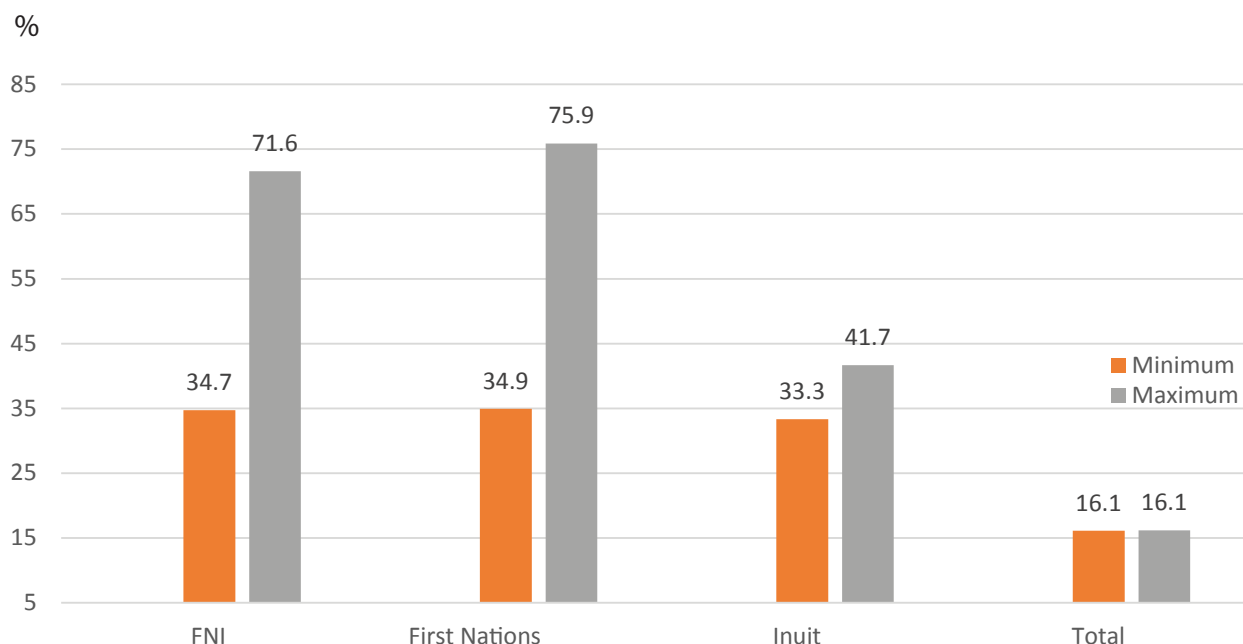
For First Nations, the population residing on reserve in 2011 increased less rapidly from 2006 to 2011 (15.6%) than First Nations living off reserve (38.2%). As the off-reserve population increases more rapidly, it now forms the majority of the First Nations population, 53.2% (43,810 out of 82,425). In 2006, it represented only 48.7% of First Nations (31,670 out of 65,070). First Nations living off reserve in 2011 (43,810) are found mainly in large urban centres of 100,000 inhabitants or more (21,525). The others are found in urban centres (11,200) or in rural areas (11,000).

10. Gulati, Sonia, The long and Winding Road towards Aboriginal Economic Prosperity. TD Economics, June 2015



An update of the FNI demographic projections up to 2031 will see the FNI population of Québec, estimated in 2006 at 95,000 (taking into account those not enumerated), increase to between 128,000 and 163,000, according to the adopted scenario¹¹. Their population would increase from 34.7% to 71.6% from 2006 to 2031 and would represent in 2031 between 1.4% and 1.8% of the general population whereby it represented 1.2% of the general population in 2006. According to the adopted scenario, this growth would clearly be at a rate considerably more sustained than that of the general population (2 to 4 times faster).

Figure 6 Demographic projections for FNI, First Nations and Inuit and the general population, Québec, 2011



11. Malenfant, E. and Morency, J.D., *Projections de la population selon l'identité autochtone au Canada, 2006 à 2031*, Statistics Canada, 91-552-X, table A3.1 to A3.5 pages 45 to 49.

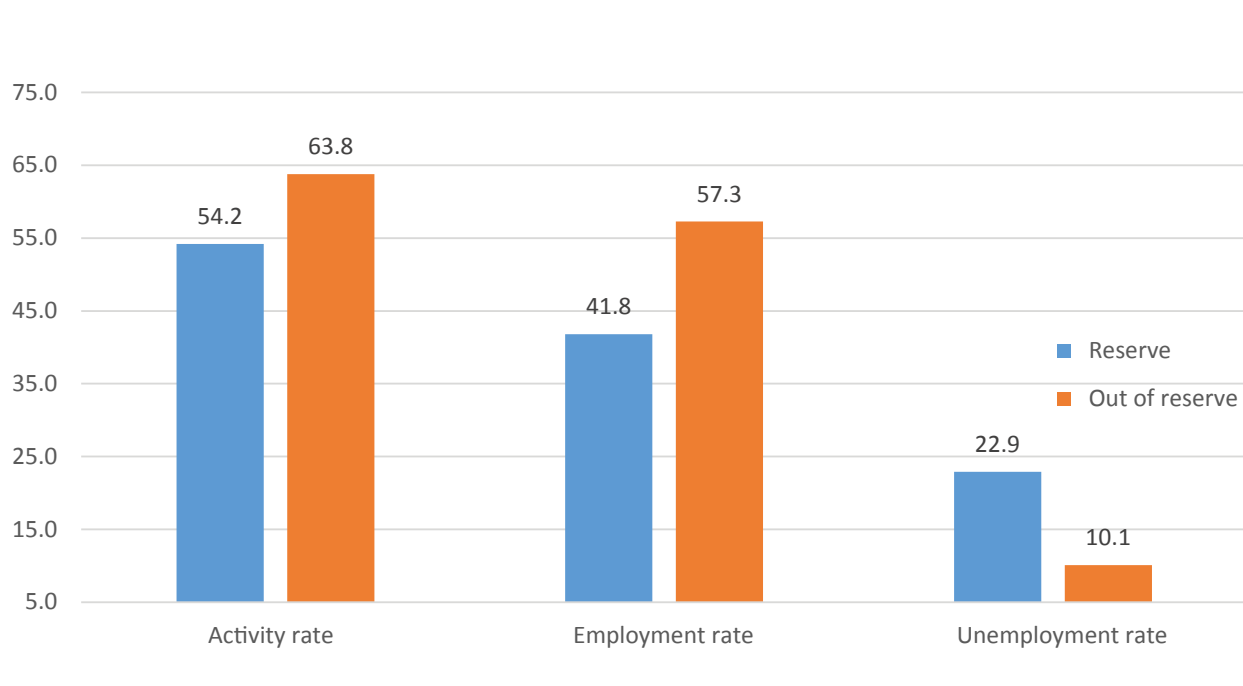


2.2 Residential distribution

In the previous section on demography where it was a question about First Nations residency, it was found that people living off reserve in 2011 formed a majority at 53.2%; in 2006, this proportion reached only 48.7%. Considering only those aged 15 years and older, this proportion climbs to 58.1% (Table A4.1 of the statistical appendix), a proportion similar to that of 2006 (58.3%). In Canada, Québec has a higher proportion of First Nations living on reserves¹².

This distinction is important because it shows that the labour market indicators present serious gaps. First Nations participate at a greater proportion in the labour market when living off reserve, are more employed and are less affected by unemployment. The gaps in these indicators increased from 2006 to 2011. First Nations off reserve have seen their employment and participation rates increase during this period whereas the opposite occurred for First Nations on reserve; unemployment continues to affect twice as many First Nations on reserve (22.9% in 2011) as those off reserve (10.1%), the situation having evolved less compared to 2006 (22% compared to 10.3% in 2006).

Figure 7 Main labour market indicators for First Nations according to residence on or off reserve, Québec, 2011



Source: Table A4.1, appendix of statistics.

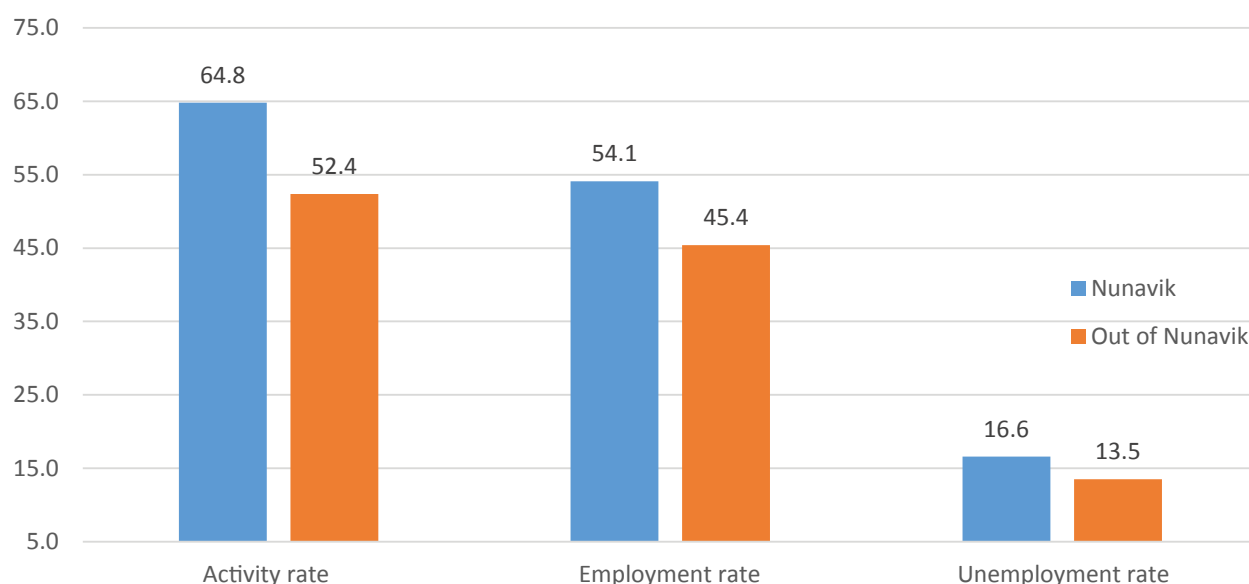
This analysis will go a step further in the fourth part of this report where reserves situated in different regions will be examined closely.

12. For instance, Québec, New Brunswick and Nova Scotia had the greatest share of First Nations living on reserve, according to Gulati, Sonia. A demographic Overview of Aboriginal Peoples in Canada, TD Economics, May 2013.



The Inuit are more concentrated in Nunavik and live mainly in rural areas (87.9%). Most of these communities will be analysed in this report in section 4.2.1 under the heading of Northern Québec. Since they are a majority in Nunavik (Table A4.2 of the statistical appendix), when they are 15 years and older (83.4%), it is interesting to note (even if the numbers are small for those living outside of Nunavik), the labour market indicators show that the employment and participation rate are superior for the Inuit who live there compared to the Inuit living outside of Nunavik and the unemployment rate is inferior.

Figure 8 Main labour market indicators for Inuit according to residency in or outside of Nunavik, 2011



Source: Table A4.2, appendix of statistics.

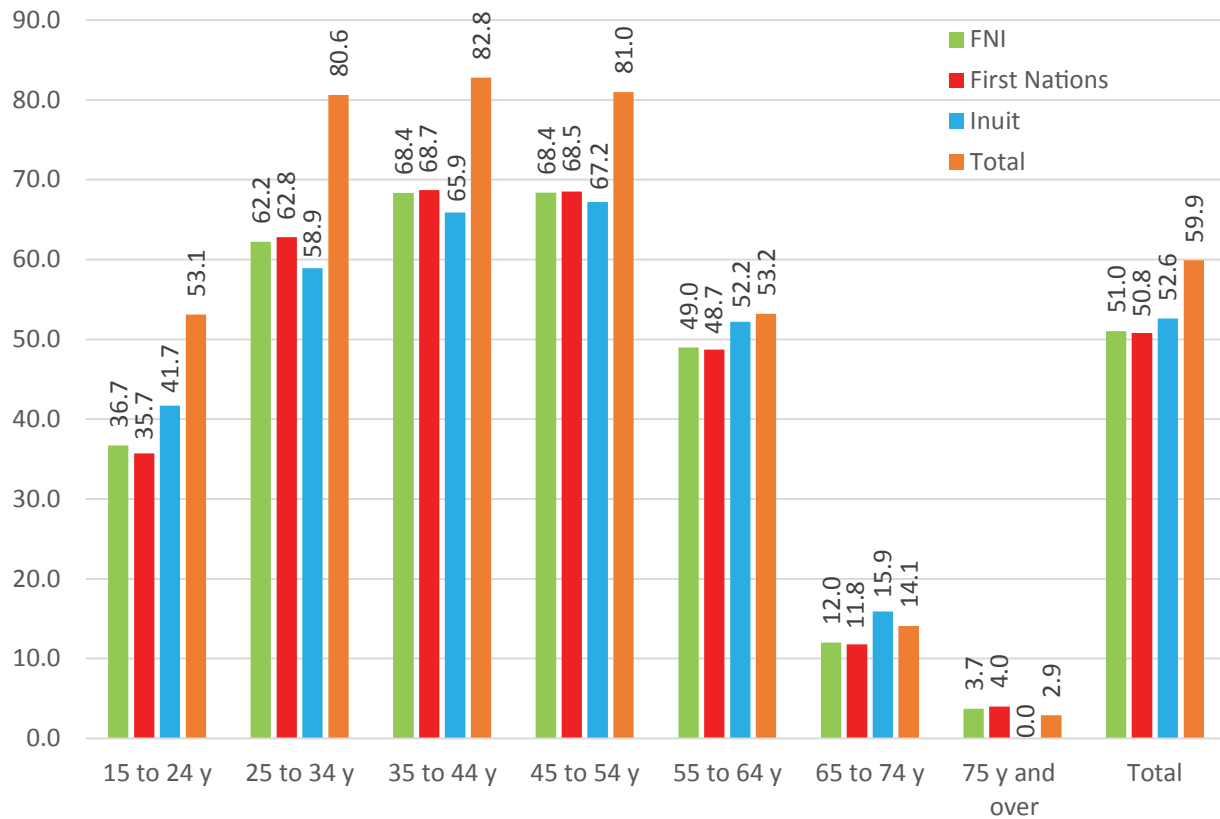
2.3 Age groups

The concentration of FNI population in the young age groups mentioned in 2.1 in the demography section will continue to cause further repercussions in the labour market. First Nations and more so the Inuit, present higher concentrations in the under 45 years age group. Thus, the First Nations with 56.2% of their population on the labour market under 45 years of age and the Inuit with 72% compared to the general Québec population with 46.4%, have to integrate an important portion of new venues in the labour market. The 15 to 24 year olds form more than a quarter of the First Nations population in the labour market and for the Inuit, this figure climbs to a third (Table A5 in the statistical appendix). Along with this high concentration in these age groups comes serious integration problems into the labour market.



The gap between FNI employment rate and that of the general population is very high for those under 34 years of age, and reaching 16.4 percentage points for the 15 to 24 year olds (36.7% compared to 53.1%, Figure 11) and even more for the 25 to 34 year olds at 18.4 percentage points (62.2% compared to 80.6%).

Figure 9 Employment rates for FNI, First Nations and Inuit and the general population according to age group, Québec, 2011



Source: Table A6, appendix of statistics.

This gap persists beyond the 35 years to 64 year age group and none of these age groups for FNI manage to meet the employment rate of the general population.

From 2006 to 2011, the employment rate gap for First Nations and that of the whole population narrowed slightly, going from 9.7 percentage points in 2006 to 9.1 percentage points in 2011. All age groups have, at various points, experienced this slight improvement. In 2011, the gap is greater for First Nations than for the Inuit (7.3 percentage points). The Inuit have also benefitted from a reduction in the gaps, having gone from 9.6 percentage points in 2006 to 7.3 percentage points in 2011, and this would be more for the 15 to 24 age group that would have seen their situation slightly improve. Their employment rate went from 37.8% in 2006 to 41.7% in 2011 while the 15 to 24 year olds saw their employment rate fall from 55.8% to 53.1% which reduced the gap by 18 percentage points in 2006 to 11.4 in 2011.



2.4 The distribution according to gender

FNI women form the majority of the population aged 15 and over (52.5%) and of the active population in 2011 (51%). With regard to the general population, women are a majority among the 15 and over (51%) but they do not form the majority in the labour market (47.7%, Table A7.1 in the statistical appendix). Between 2006 and 2011, an increase in the number of women active in the labour market is noted with regard to FNI (from 48.9% to 51%) and the general population (47.1% to 47.7%).

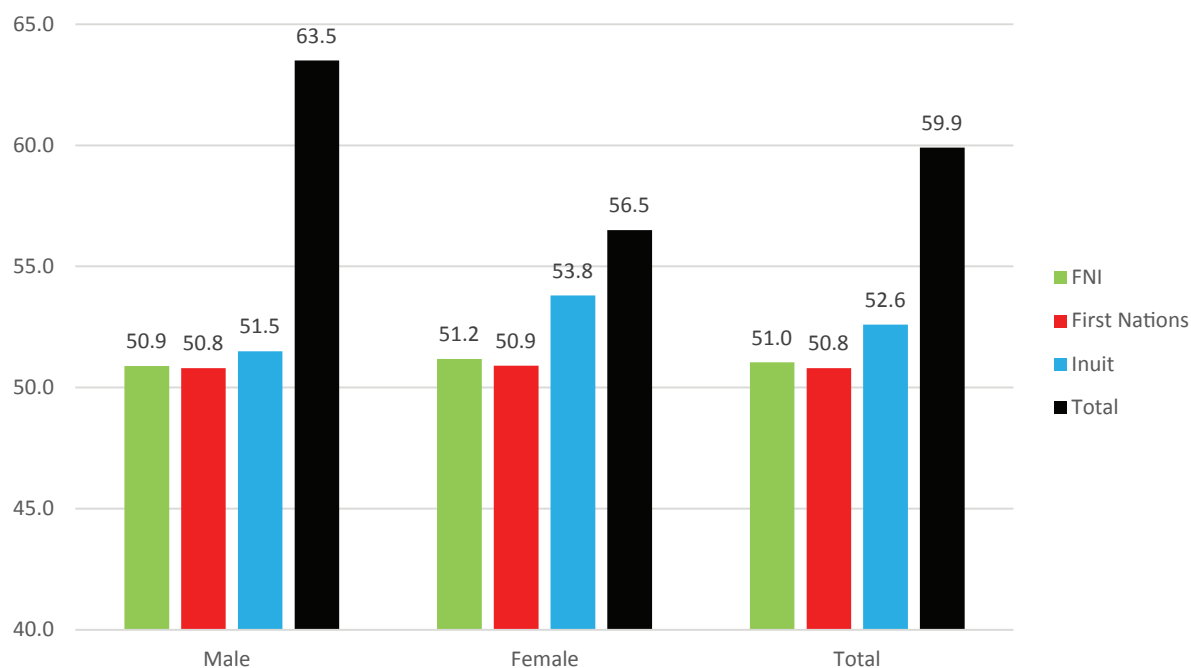
An increase in the number of FNI women active in the labour market occurred when their participation rate was also on the rise from 2006 and 2011 at the same time as their employment rate while their unemployment rate was diminishing. The employment rate for FNI women increased by slightly over 2 percentage points (49.1% in 2006 to 51.2% in 2011). For FNI men, their employment rate fell (from 52.2% to 50.9%). This differentiated evolution according to gender caused a shift in the gap for the females: more FNI men were working in 2006 than women (with a gap of 2.9 percentage points) whereas the opposite occurred in 2011: more women were employed than men with a slight gap of 0.3 percentage points (Figure A7.2 in the statistical appendix). These changes were also noted at the Canadian level according to a research note by Brian DePratto¹³.

Alternatively, a decrease in the gaps between the employment rates for FNI women and those of the general female population occurred. In 2006, the employment rate for FNI women was 6.4 percentage points lower than that for all females. In 2011, this gap was reduced to 5.3 percentage points (51.2% compared to 56.5%, Figure 12). Inuit women registered a rapid increase in their employment rates from 2006 to 2011 (from 51.7% in 2006 to 53.8% in 2011) than the men (from 49.8% to 51.5%). For First Nations women, their employment rate moved upwards of almost 2 percentage points (from 49% to 50.9%) while the men saw their employment rate go in the opposite direction (52.6% to 50.8%).

13. DePratto, B., Aboriginal Women Outperforming in Labour Markets, TD Economics, July 2015.



Figure 10 Employment rates for FNI, First Nations and Inuit and the general population according to gender, Québec, 2011



Source: Table A7.2, appendix of statistics.

2.5 Educational attainment

Reaching a higher educational attainment level within an effective strategy for improving the economic conditions of FNI and eliminating the historical disadvantage that tends to be perpetuated has been identified by many interveners as a key element to resolving this problem. Dropping out of school exacerbates the difficulties encountered by the youth in trying to access the labour market. The low educational attainment rate for FNI, which translates into not having a high school diploma for a large percentage of them, has hardly improved during the period from 2006 to 2011. However, at the university level, the numbers are gradually progressing but at a rate that is insufficient to reduce the gap that separates them from the general population. A similar diagnosis is done at the Canadian level¹⁴. A fact sheet from the department of Indigenous Affairs summarises the situation in Canada by emphasizing the identified progress and the persistent gaps:

“Almost half of Aboriginals (48%) of active age possess a post-secondary diploma compared to 65% of non-Aboriginals of the same age. The Aboriginal population of active age with a university diploma has progressed since 2006 (from 8% to 10%); however, that population trails far behind the non-Aboriginal population (26%). Among the 66,100 Aboriginals aged 25 to 64 with a university diploma in 2011, 65% were women whereas the proportion was at 54% within the general population. In the active age population, Aboriginals are less

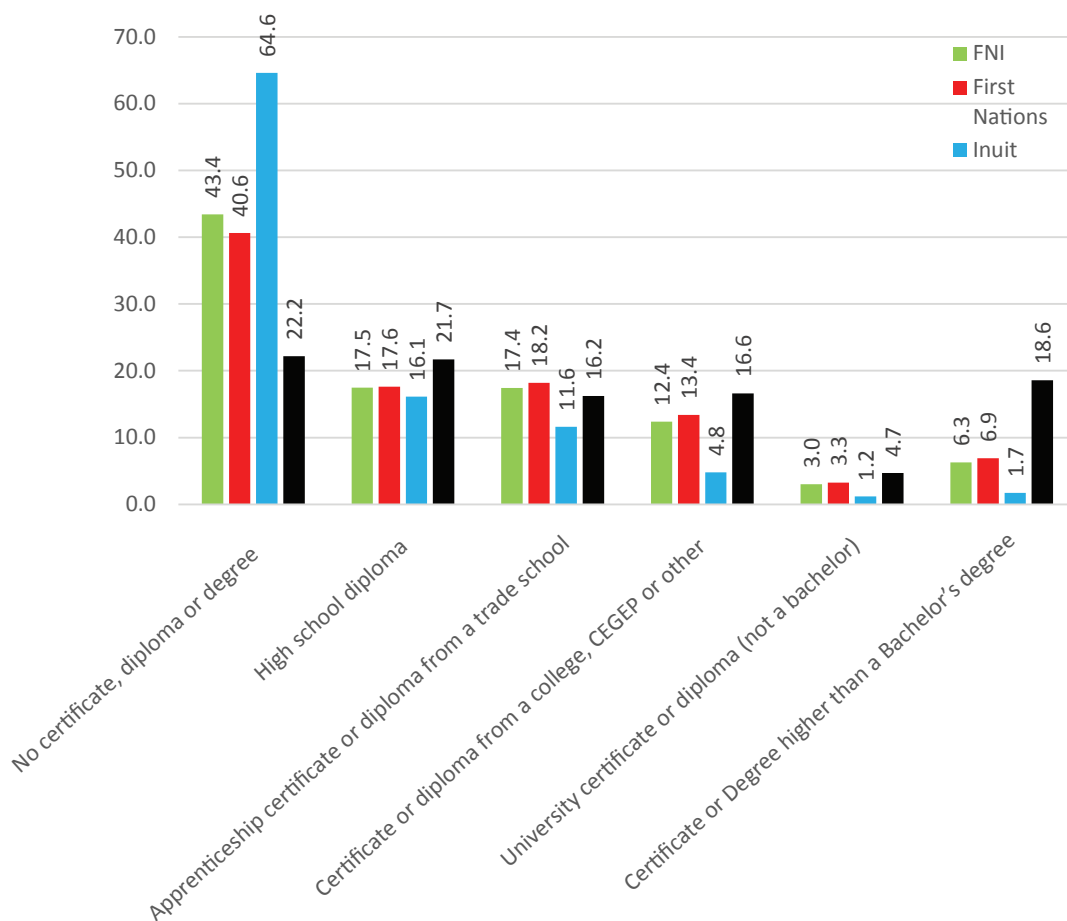
14. Bougie, E., Kelly-Scott, K., and Arriagada, P., *Expériences au chapitre de l'éducation et de l'emploi des Premières Nations vivant hors réserve, des Inuit et des Métis*, November 2013, Introduction p. 4.



educated than non-Aboriginals. In fact, 29% of Aboriginals have not completed their high school compared to 12% of non-Aboriginals. Nevertheless, the gap between both groups has been reduced, from 19 percentage points in 2006 to 17 points in 2011¹⁵.

The Inuit, with a large proportion of their population without a diploma (64.6%, Figure 13) and First Nations with 40.6% without a diploma, have a high deficit of educational attainment in order to access quality employment. At the university level, the proportion of FNI with a degree reaches 6.3% which is three times less than that for the general population (18.6%).

Figure 11 Distribution of FNI populations, First Nations and Inuit and the general population according to level of educational attainment, Québec, 2011



Source: Table A8, appendix of statistics.

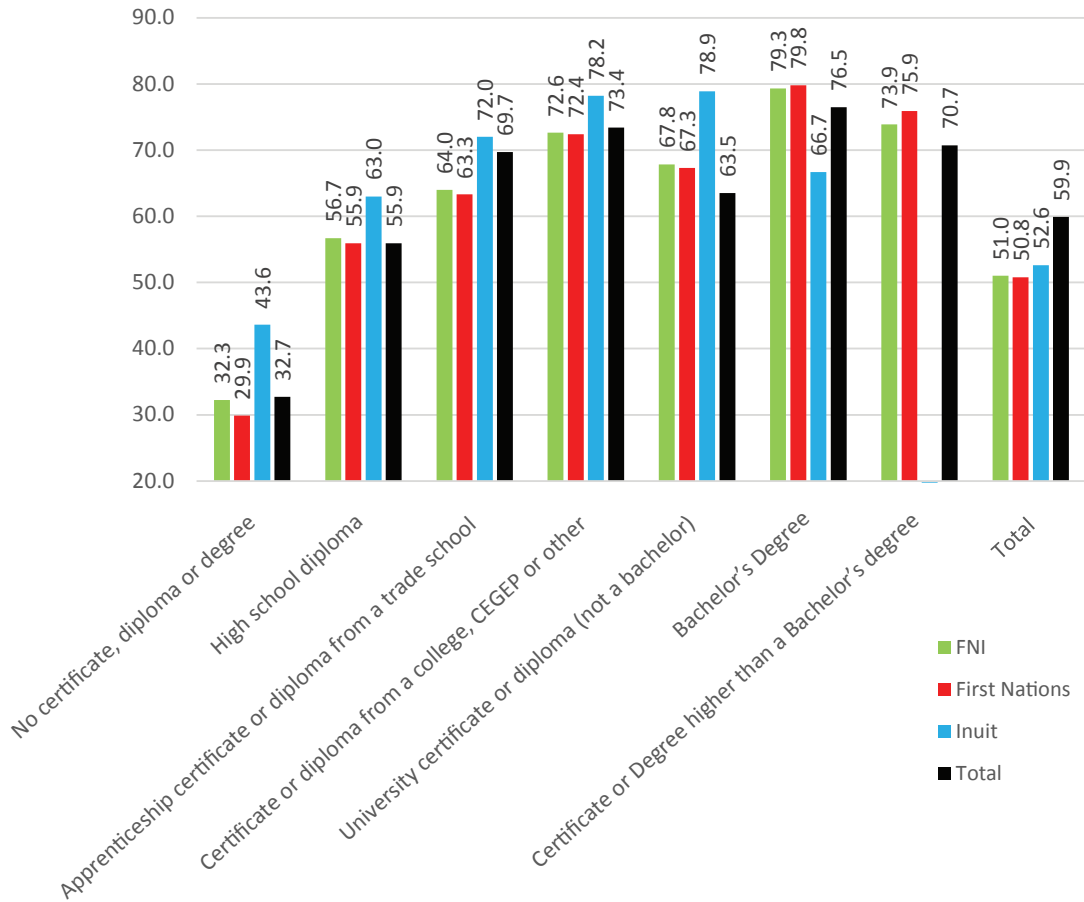
Almost two thirds of FNI individuals with university degrees are women. Men are clearly underrepresented at this level. A strong percentage of FNI youth aged 15 to 24 do not have a high school diploma (63.7%); this percentage is almost double that of the general population of the same age (33.6%).

15. Indigenous Affairs and Development Canada, Fact sheet: 2011 National Household Survey, demographic data, level of educational attainment and Labour Market results for Aboriginal People, website, September 2015.



Approximately one third of FNI are employed without a diploma. This employment rate reaches close to 80% when persons possess a bachelor's degree.

Figure 12 Employment rates for FNI, First Nations and Inuit and the general population according to their level of educational attainment, Québec, 2011



Source: Table A9, appendix of statistics.



Another aspect revealed by Statistics Canada at the national level is that the graduation rate even though it has been improving, remains inferior to that of non-Aboriginals.

“More and more First Nations, Inuit and Métis complete high school and pursue post-secondary studies (CSCE, 200: Statistics Canada, 2008). The data from the 2011 National Household Survey (NHS) indicate that the graduation rate for First Nations, Inuit and Métis from trade school and college are comparable to those of the non-Aboriginal population. However, many First Nations, Inuit and Métis do not complete their high school studies and that their graduation rates at the university level are clearly inferior to those of the non-Aboriginal population (Statistics Canada 2013a)”¹⁶

2.6 Language

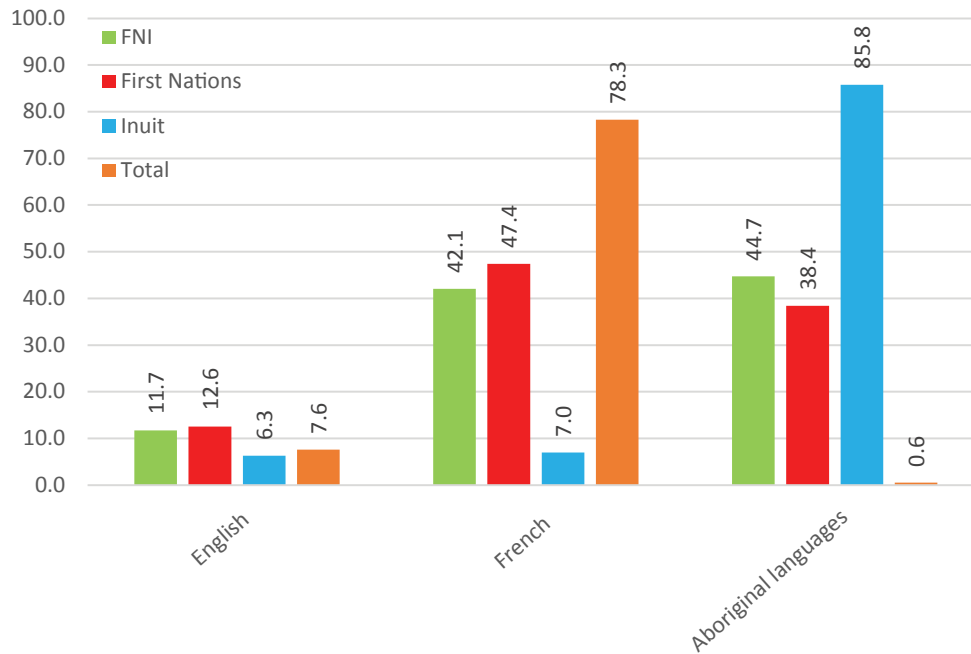
Information published by Statistics Canada in 2011 does not allow comparisons for language, whether written, learned or a first language, with regard to performance in the labour market. Moreover, the data from the 2006 Census are not comparable with that of the National Household Survey of 2011.

According to First Nations and Inuit, they present a differentiated portrait when it comes to their relationship with language. Aboriginal language is not dominant (38.4%, Figure 15) for First Nations whereas for the Inuit it is (85.8%). First Nations have French as a dominant second language (47.4%) and only a small portion indicate English as a first language (12.6%).

16. Bougie, E., Kelly-Scott, K. and Arriagada, P., *Expériences au chapitre de l'éducation et de l'emploi des Premières Nations vivant hors réserve, des Inuit et des Métis: 2011 National Household Survey*, Statistics Canada, 89-563-X-001, November 2013.



Figure 13 Distribution of the FNI population, First Nations and Inuit and the general population according to first language, Québec, 2011



Source: Statistics Canada, *Enquête nationale auprès des ménages, 2011*.

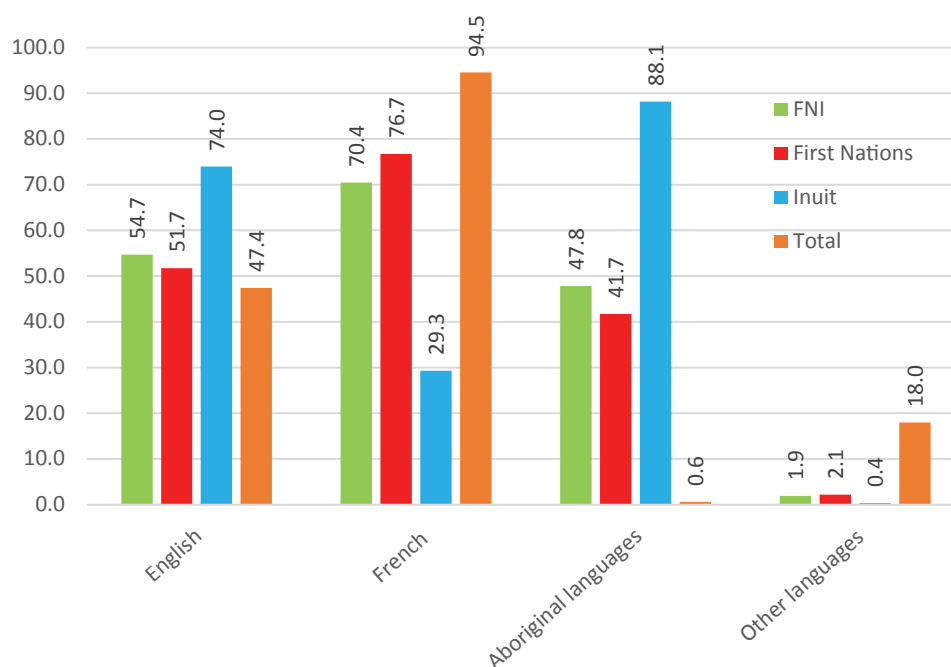
With regard to knowledge of either the French and English languages, the portrait is somewhat nuanced for each community. More than three quarters of First Nations know French (76.7%) whereas the equivalent percentage for the Inuit is much lower (29.3%). Knowledge of English is more widespread with the Inuit (74%) than with First Nations (51.7%).

Another element to consider is the capacity or knowledge of Aboriginal languages in each community. Only 41.7% of First Nations know an Aboriginal language whereas the majority of Inuit know Inuktitut (88.1%).

These linguistic considerations are important to include in training strategies and integration strategies into the labour market. Even if the connection between language and the labour market was not explored, and considering the predominant use of the French language in many labour market areas, this limited knowledge of French, specifically among the Inuit, could constitute an important barrier to accessing training, internships and employment integration activities.



Figure 14 Distribution of FNI populations, First Nations and Inuit and the general population according to languages, Québec, 2011



Source: Statistics Canada, *Enquête nationale auprès des ménages*, 2011.

2.7 Sectors of economic activity

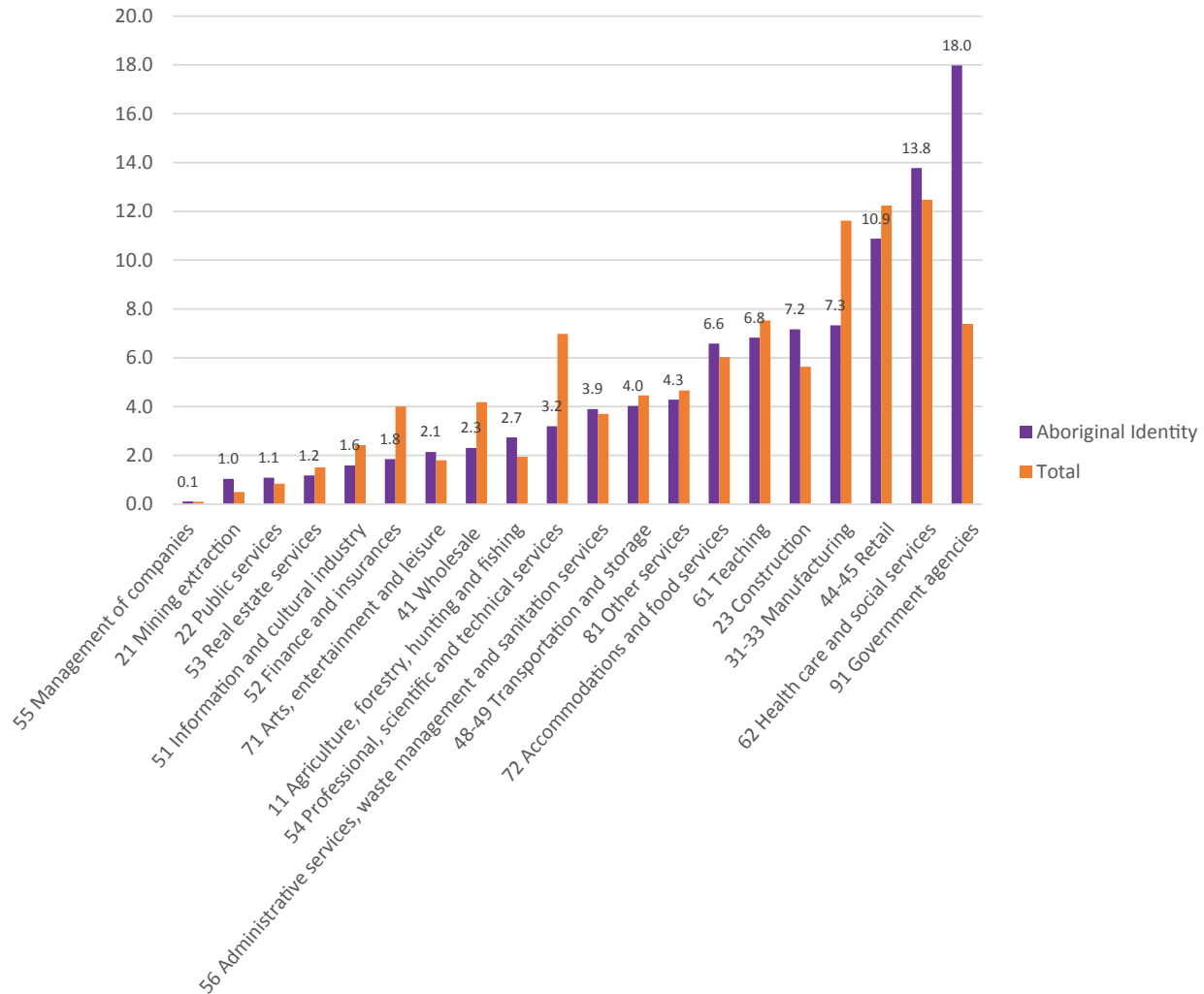
The data available for 2011 allows comparisons on the distribution of the general active Aboriginal populations, for First Nations, Inuit and Métis combined, according to the sector of activity within the same distribution as in 2006. Though it would be rather tricky to compare the detail of this distribution during these two years, the overconcentration of Aboriginals in certain economic activity sectors does present signs of continuity. Management in the public sector (18% of Aboriginals compared to 7.4% for the general population, Figure 17 and Table A10 in the statistical appendix), in health and social services (13.8% compared to 12.5%) and in the construction field (7.2% compared to 5.6%) continue to be the preferred sectors of activity for Aboriginals. Canadian data present a similar profile with the following nuance according to Francis Fong:

“Specifically, there is a heavy overrepresentation in industries related to the public sector; namely, education, health care and public administration. While this is true at all levels of educational attainment, it is most stark at the university level. Nearly two-thirds of all university-educated Aboriginal peoples are employed in these three sectors, compared to 42% for non-Aboriginals. For those living on-reserve, this figure rises to an astounding 85%.”¹⁷

17. Fong, Francis, *Employment and Education among Aboriginal Peoples*, TD Economics, October 2013..



Figure 15 Distribution of Aboriginal populations and the general population according to sectors of economic activity, Québec, 2011



Source: Table A10, appendix of statistics.

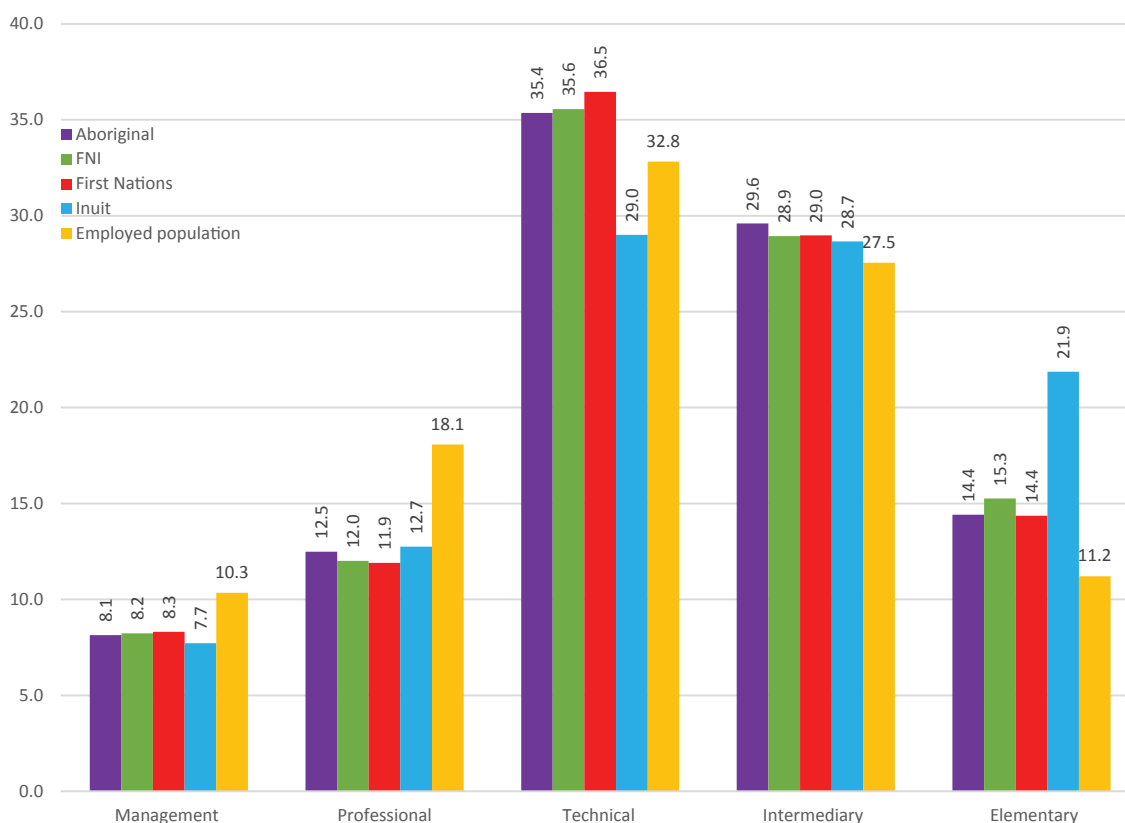
On the one hand, certain sectors of activity have a lower concentration of Aboriginal people than non-Aboriginals. Manufacturing (7.3% compared to 11.6%), professional, scientific and technical services (3.2% compared to 7%) and finance and insurances (1.8% compared to 4%) are examples of sectors where an Aboriginal presence continues, as with the case in 2006, with a relatively low presence. The teaching profession in 2011 (6.8% compared to 7.5%) had relatively less Aboriginals than in 2006 (7.1% compared to 6.9%).



2.8 Professional groups

The professional structure of jobs occupied by FNI compared to that of jobs occupied by the general population indicate that there is a lower concentration of FNI in more qualified positions such as those of managers (8.2% compared to 10.3%, Figure 18 and Table A11.2 in the statistical appendix) and professionals (12% compared to 18.1%). Conversely, FNI find themselves more in positions that require fewer qualifications such as in technical level jobs (35.6% compared to 32.8%, intermediary level jobs (28.9% compared to 27.5%) and elementary level jobs (15.3% compared to 11.2%).

Figure 16 Distribution of FNI, First Nations and Inuit and the general population according to professional level, Québec, 2011



Source: Table A11, appendix of statistics.

Between 2006 and 2011, the professional structure moved towards more qualified employment positions for First Nations and the general population. Technical jobs and, to a lesser extent, professional or managerial positions, were more prevalent whereas the opposite trend occurred for elementary and intermediary level jobs which seen their proportion decrease. For example, for Aboriginals, the portion of elementary level jobs lost four percentage points between 2006 and 2011, from 18.4% to 14.4%. As for technical level jobs, they went from 31.7% in 2006 to 35.4% in 2011.



2.9 Length of employment and income

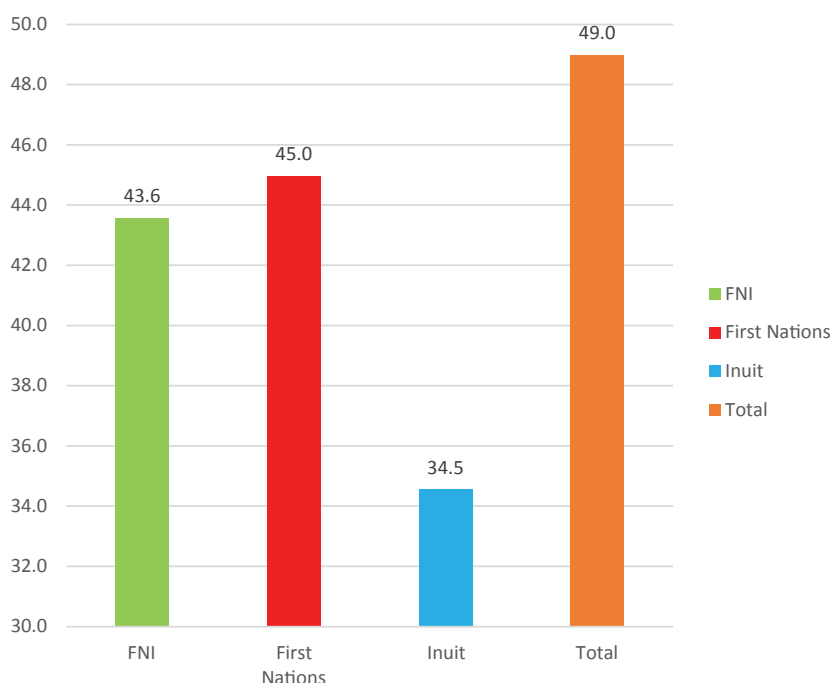
Estimated at 43.6% in 2010, full-time employment rates for FNI remained inferior to that of the general population (49%). The Inuit on the other hand have an even lower rate for full-time workers (34.5%) employed annually than First Nations (45%, Figure 19 and Table A12 in the statistical appendix).

This full-time employment proportion has increased over the past 10 years for FNI, from 40% in 2000 to 45.1% in 2005 and 43.6% in 2010. It is mostly First Nations who have increased their full-time employment rates whereas that of the Inuit remained stagnant. For the general population, the opposite occurred since full-time employment has not stopped declining since 2000.

For individuals working full-time during the year, gaps exist with the average income between FNI and the general population. FNI earn an average income (full-time/annual) equal to 86.5% of that of the general population (\$43,385 compared to \$50,133, Figure 20). The gap between the Inuit and the general population isn't as wide, with them earning \$45,658 (91.1%) of the average income of the general population.

The income gaps over the past 10 years, between 2000 and 2010, have narrowed, from 81.2% in 2000 to 83.2% in 2005 and lastly, 86% for FNI. For the Inuit, the gap continues to decline, after a correction between 2005 and 2010 (from 80% in 2000 to 94.8% in 2005 and 91.1% in 2010).

Figure 17 Distribution of the FNI population, First Nations and Inuit and the general population according to full time annual employment, Québec, 2010



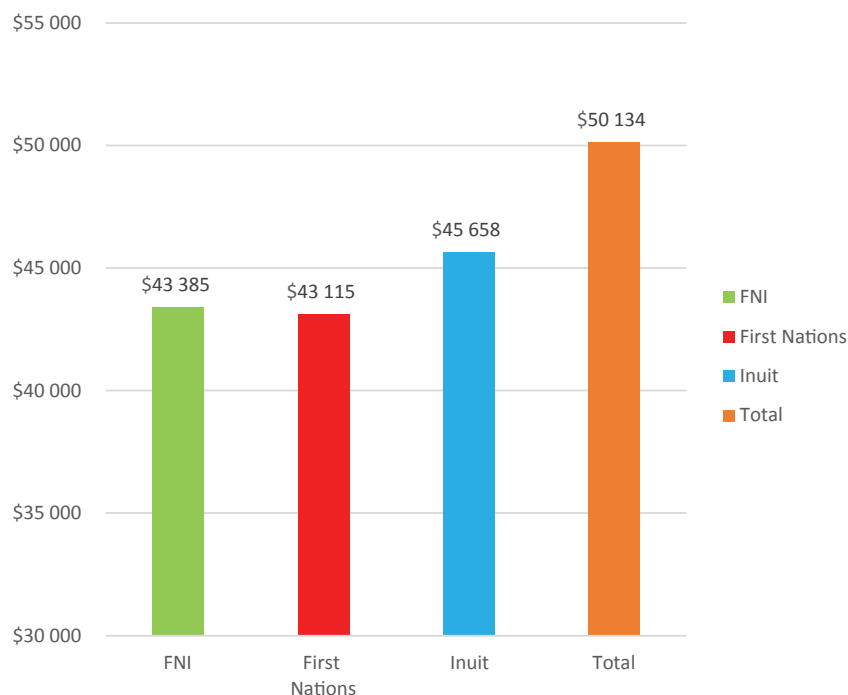
Source: Table A12, appendix of statistics.



The gaps in average income are however more evident for FNI working part-time or for a portion of the year. These individuals receive \$18,017 annually which represents 77.2% of the average income for the general population (\$24,367).

Self-employment is lower with First Nations workers (7.2% in 2010) than in the general population (10.4%).

Figure 18 Average incomes for FNI, First Nations and Inuit and the general population for full-time annual employment, Québec, 2010

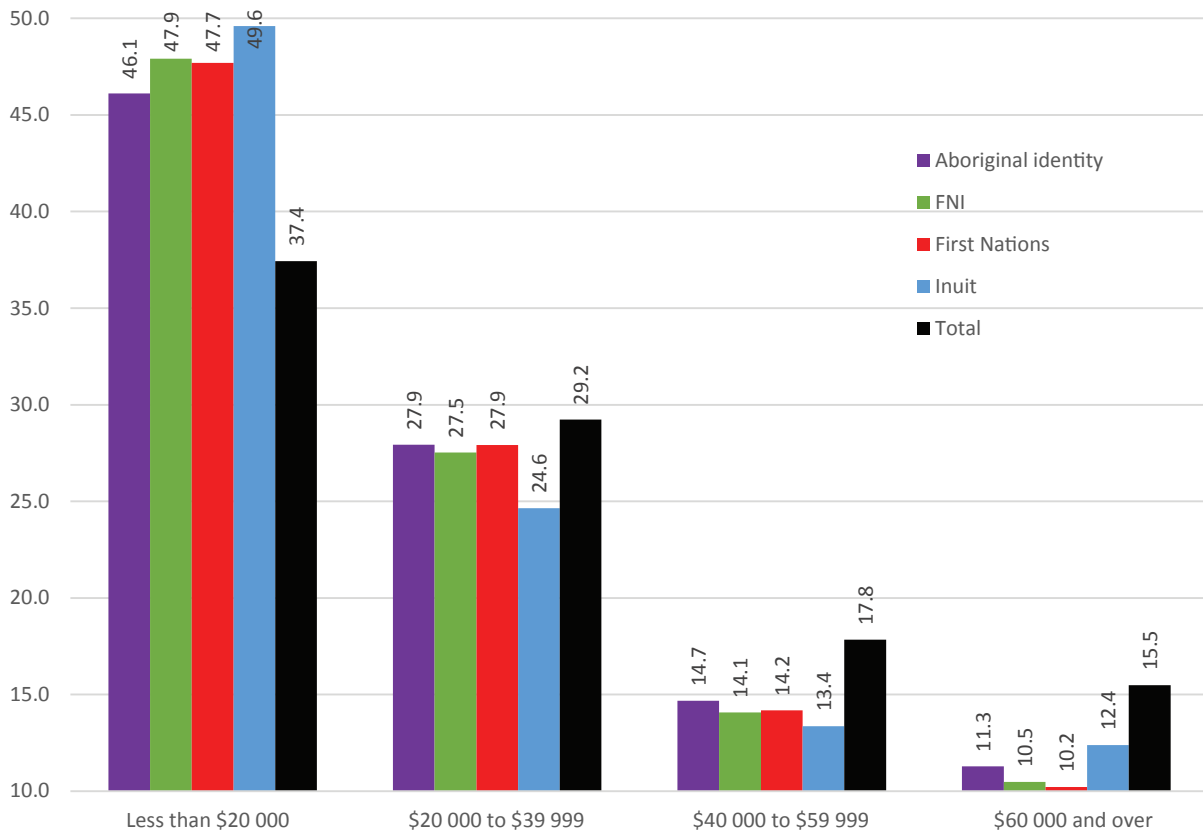


Source: Table A12, appendix of statistics.

Another element that characterizes FNI income is their higher concentration in the lower tiers (measured by total income) compared to the general population and at the upper extremity, their lower presence. In 2010, 47.9% of FNI earned less than \$20,000 which represents 20 percentage points more than the general population (37.4%, Figure 21 and Table A23 in the statistical appendix). For income exceeding \$20,000, the proportion of FNI remains inferior to that of the general population. At the income levels higher than \$60,000, the portion of FNI (10.5%) is surpassed by that of the general population (15.5%), representing 5 percentage points less.



Figure 19 Distribution (%) of Aboriginal population, First Nations and Inuit and the general population according to total income levels, Québec, 2010



Source: Table A13, appendix of statistics.

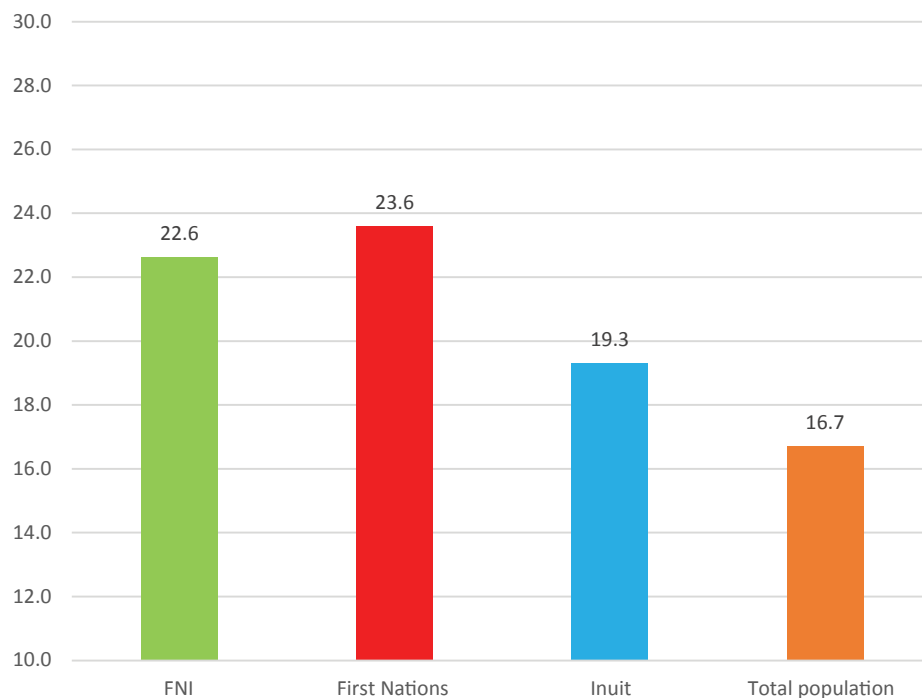
2.10 Low income earners

The effects of poverty reached almost a quarter of FNI in 2010, which is 22.6% (Figure 22) and is progressing compared to 2005 (20.7%). This increase in poverty levels mainly affects First Nations (from 20.6% to 23%) whereas the situation for the Inuit remains stable (from 19.5% to 19.3%). Poverty worsened for the general population of Québec as a whole (12.5% to 16.7%); the gaps have since narrowed.

The greatest concentration of First Nations and Inuit among low income earners continues to impact their poverty level and their difficulty to integrate the labour market.



Figure 20 Proportion of FNI population, First Nations and Inuit and the general population below the poverty line (after taxes) Québec, 2010



Source: Statistics Canada, *Enquête nationale auprès des ménages, 2011*.

Another way to measure poverty is called the Community Well-Being Index¹⁸ and is published by the department of Indigenous Affairs and Development Canada. This Index is calculated by community and is a summary of four sections which are individual income, educational attainment, housing and the labour market and based on the data from the 2011 National Household Survey. When comparing this index according to overall results, First Nations living on a reserve and the Inuit living in rural Northern communities find themselves in the lower part of this index affecting more than 4/5 of these populations. The results for Québec expose problems related to educational attainment and housing for the Inuit, income and educational attainment for First Nations, along with problems related to housing. Out of 50 locations identified with the lowest index, 13 are Inuit (out of 14), 23 are First Nation reserves (out of 32). Others are 14 non-Aboriginal locations (out of 929); a total of 975 communities were part of this analysis.

18. Aboriginal Affairs and Northern Development Canada, Community Well-Being Index (WBI): methodological details, September 15, 2010. First Nations living off reserve and Inuit that are not living in northern communities are combined in the data where they reside and cannot be distinguished.



PART THREE

Labour market trends from 2006 to 2015

In the first two parts of this study, the National Household Survey of 2011 has helped take stock of the situation of FNI with regard to their participation and integration into the labour market and to identify the elements that distinguish them from the general population. Two aspects deserve to be examined further to complete the portrait. The first one, an analysis of trends that emerged over a decade, from 2001 to 2011 making it possible to determine the narrowing in the gaps that exist between the labour market indicators for FNI and those of the general population. What progress has Québec made over these past ten years? The second aspect, to which a partial answer can be provided, will try to clarify their most recent situation up until 2015. However, for this second aspect, limitations caused by the lack of available data forces the analysis to focus on a sub-Aboriginal group which are First Nations living off reserves, the Inuit who no longer live in isolated communities and the Métis; excluded are First Nations living on reserves and the Inuit of Northern Québec.

3.1 Trends between the Census of 2001 and 2006 and the 2011 National Household Survey

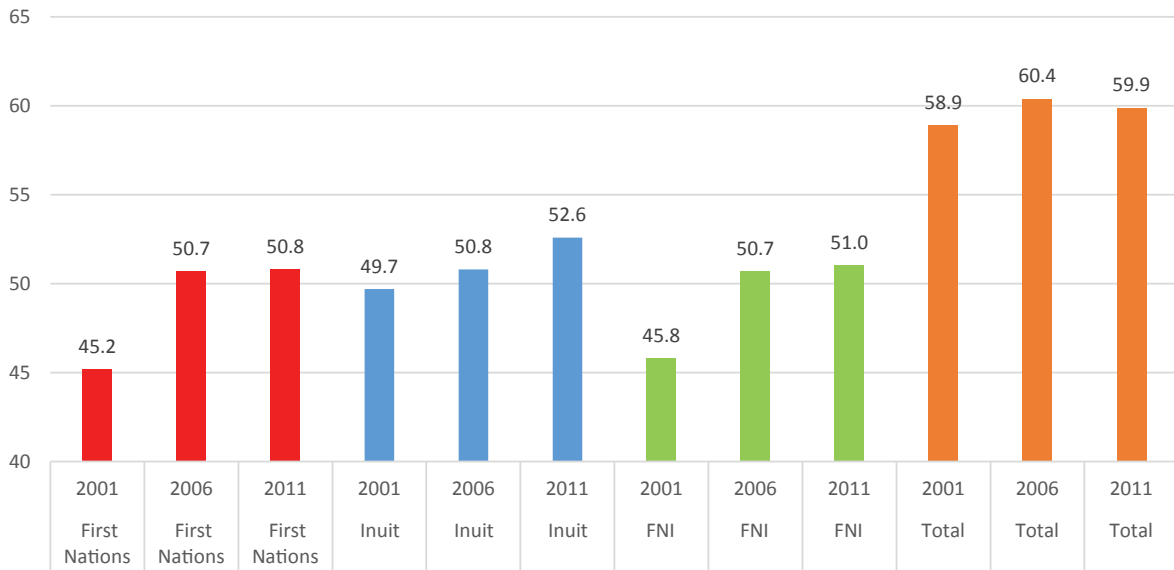
How does the situation, recently described and prevalent in 2011, compare to that observed over the past few years with the 2006 and 2001 Census? This brief historical recap, which is based on works presented in the previous report on this same subject, indicates that gains were more substantial from 2001 to 2006 than 2006 to 2011 and the three indicators focused upon, evolved in the same way, a reduction or a stabilisation in the gaps. Taking into account the different methodologies behind Statistics Canada's data between 2006 and 2011, the movements must be substantive to be significant.

Between 2001 and 2006, the reduction in the gaps between FNI and the general population for the three major indicators were considerable. However, between 2006 and 2011, the pace for reducing the gaps had slowed down.

For the participation rate, the gap remained at the same level as 2006 and 2011, at about 5 percentage points. This gap was at 7 percentage points in 2001. However, for the employment rate (Figure 21) and the unemployment incidences (Figure 22), the gaps, though still significant, had narrowed (Table A3 in the statistical appendix).

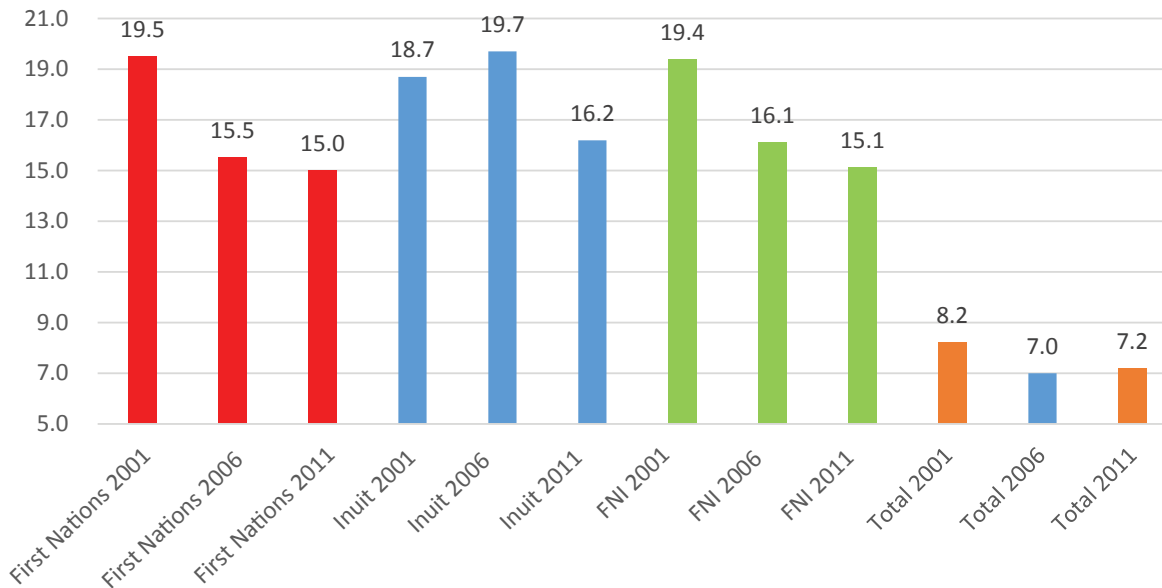


Figure 21 Rate of employment for FNI, First Nations and Inuit and the general population, Québec, 2001, 2006 and 2011



Source: Table A3, appendix of statistics.

Figure 22 Rate of unemployment for FNI, First Nations and Inuit and the general population, Québec, 2001, 2006 and 2011



Source: Table A3, appendix of statistics.



A reduction in the gaps, measured by the difference between the rate of employment for First Nations and that of the general population, occurred rapidly between 2001 and 2006. From 2006 to 2011, the gaps remained unchanged. The unemployment rate follows the same trajectory as the employment rate.

For the Inuit, a reduction in the gaps, between their employment rate and that of the general population, occurred between 2006 and 2011, after experiencing almost no change from 2001 to 2006. The unemployment rate, which is more volatile than the employment rate, and applicable to less than 1000 jobless Inuit, distanced itself from that of the general population with an increase in the gaps, and a reduction in the gaps from 2006 to 2011. However, their unemployment rate in 2011 remained very high and superior to that of the general population. Recent Canadian studies indicate that the gaps between Aboriginals and non-Aboriginals continue to persist¹⁹.

A factsheet from the Department of Indigenous Affairs and Northern Development Canada indicates that for Aboriginals as a whole, progress in Canada goes in the same general direction:

“The rate of employment for active age Aboriginals remains stable around 63%, since 2006; however, it is still much lower than the rate for non-Aboriginals (76%). The unemployment rate for active age Aboriginals is two times higher than for the rest of Canada of the same age group (13% compared to 6%). However, the gap between these two populations has narrowed somewhat to go from 8 percentage points in 2006 to 7 percentage points in 2011”²⁰.

In his works of the same topic, Calver recently calculated that eliminating the gaps between Aboriginals and the general population translated into a cumulative gain situated between \$261 and \$335 billion dollars from 2011 to 2031. The author’s estimates are based on a reduction in the gaps in terms of educational attainment, for which gains are the most substantial, and the employment and income rates. He qualifies these results as presenting a considerable potential to improving overall employment and productivity and high economic gains for Aboriginals. He concludes by suggesting prioritizing the implementation and pursuit of efficient strategies to significantly improve the level of educational attainment of present and future Aboriginals.

The author also proposes detailed estimates, and in Québec, the impact on the gross domestic product (GDP) is around \$2.3 billion. Almost 30% of the increase in GDP would be provided by Aboriginals if the sources for the gaps relative to the three analysed indicators were eliminated. In other words, to the 8 billion of additional money for the GDP expected for the next 20 years, an additional 2.3 billion would be added solely by correcting the gaps²¹. In Canada, \$36 billion would be added to the potential increase of \$81 billion if these gaps were filled. The author also took into account the demographic projections to complete his analysis.

19. Fong, F. and Gulati, S., Employment and Education among Aboriginal People, TD Economics, October 2013, p. 1
Calver, M., Closing the Aboriginal Education Gap in Canada: The Impact on Employment, GDP, and Labour Productivity, spring 2015, Abstract.

20. Aboriginal Affairs and Northern Development Canada, Fact sheet information: 2011 National Household Survey, demographic data, level of educational attainment and Labour Market results for Aboriginal People, website, September 2015.

21. Calver, M., Closing the Aboriginal Education Gap in Canada: Assessing Progress and Estimating the Economic Benefits, June 2015, p. XIV, XV and XVI and tables 41 and 42.



3.2 Changes observed in the labour market for certain Aboriginal groups from 2007 to 2015

The following data applies to a segment of the First Nation population, the First Nations living off reserves, the Inuit living outside Northern communities and the Métis. A little more than 25% of the First Nation population, estimated at 108,350 aged 15 and over in 2011, are excluded from this data. We are referring to on reserve First Nations (25,865 out of 61,780 in 2011) and the Inuit of Northern Québec (6,780 out of 8,125). This data, despite its limited coverage, has the advantage of providing an insight into their current situation, while at the same time highlighting the impact of economic growth on the labour market for Aboriginals. On this subject, Calver stated:

“During periods of tepid commodity prices and softer construction activity – such as what we are currently experiencing – Aboriginal peoples tend to have increased difficulty finding jobs in other sectors. Reasons include relatively lower education, less developed skills and in some cases, geographical remoteness”²².

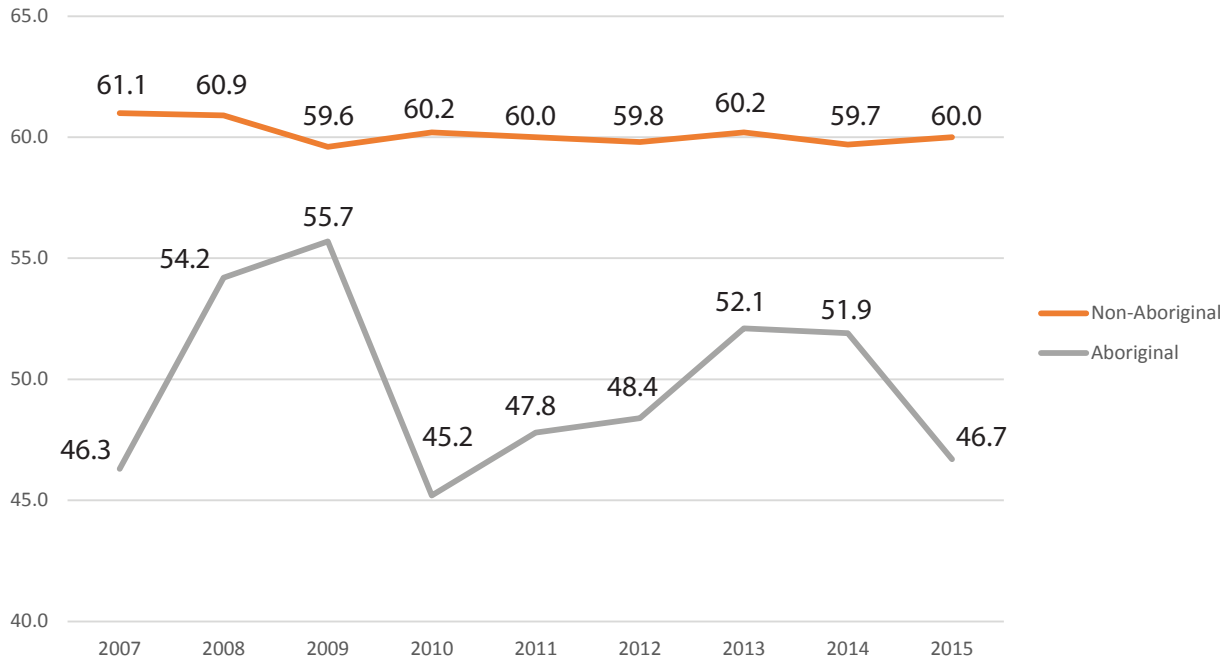
All registered gains in the employment and participation rates of 2007 to 2009 were lost during the recession which affected Québec in 2009 and 2010. The situation gradually improved until 2014, returning nevertheless to reducing gaps between the labour market indicators for Aboriginals and the general population as observed in 2009 (Figure 23). In 2015, the gaps compared to 2014 in the employment and activity rates, are once again widened. This widening of the gap occurs while Aboriginals suffer lower employment opportunities (-3,400 jobs or -7.3% between 2014 and 2015) contrary to the general population which sees its level of employment increase (35,000 jobs or 0.9%).

From 2007 to 2015, the Aboriginal population aged 15 and over (4.9% annually or more than 29,600 persons during this time) increased five times faster than the general population (1.0% annually). The pace of growth rate of their active population is also quicker (4.9% annually or 15,600 persons) than that of the general population (0.9% annually). This increase within the active population could not be completely absorbed by the labour market because the 14,000 jobs for Aboriginals (5.1% annually) proved to be inadequate and caused repercussions on the number of unemployed individuals which was on the rise (1,500). The development of the situation in Canada is similar in terms of inhabitants from 2007 to 2015. As for the employment rate for Aboriginals, it follows a different evolution in Québec, having increased less than a percentage point from 2007 to 2015 (from 46.3% to 46.7%); during this period, the rate decreased in Canada by close to 3 percentage points (from 58.1% to 55.2%).

22. Calver, M., Closing the Aboriginal Education Gap in Canada: Assessing Progress and Estimating the Economic Benefits, June 2015.

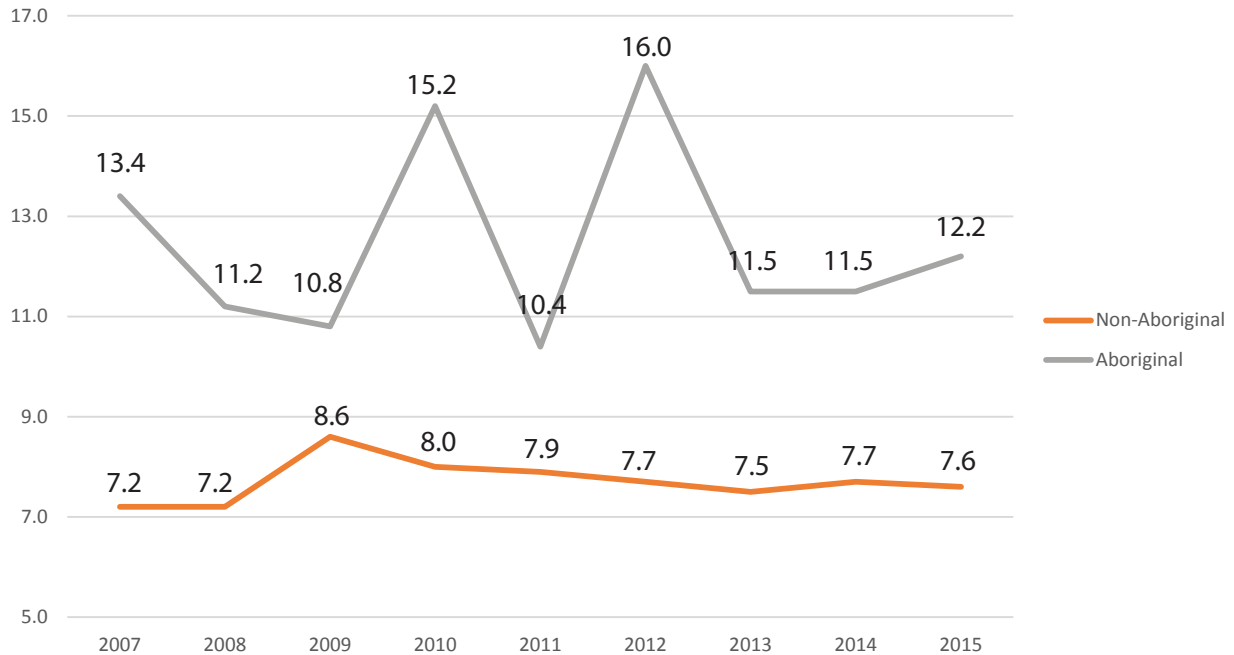


Figure 23 Employment rate according to Aboriginal identity, Québec, 2007 to 2015



Statistics Canada, *Enquête sur la population active* and table A14, appendix of statistics.

Figure 24 Unemployment rate according to Aboriginal identity, Québec, 2007 to 2015



Statistics Canada, *Enquête sur la population active* and table A14, appendix of statistics.



The gap between the employment rates for Aboriginal men and women, which was at 14.8 percentage points in 2007 (53.8% for men and 39% for women) narrowed in 2015 (49.8% compared to 43.7%). The gap in 2015 between the employment rate and the general male population and Aboriginal men (13.2 percentage points, 63% compared to 49.8%) is a bit more pronounced than that which separates the gap between the general female population and Aboriginal women (12.9 percentage points, 56.6% compared to 43.7%). Between 2007 and 2015, the employment rate for Aboriginal men decreased (from 53.8% in 2007 to 49.8% in 2015) and never regained its maximum value attained in 2008 (62.2%). During this same period, the employment rate for women was growing (from 39% in 2007 to 43.7% in 2015) though never regaining its maximum value attained in 2009 (58.8%). This finding was also noted at the national level for Aboriginal women living off-reserve:

“Aboriginal women living off-reserve have bucked national trends, with employment rates rising since 2007 alongside labour force participation. Employment growth has been particularly high in service sectors such as finance and professional services – areas typically associated with well-paying, stable jobs. Linked to improving labour market outcomes, Aboriginal women have seen sizeable improvements in education attainment over the past 20 years. Significant gaps in outcomes relative to the Non-Aboriginal population persists. Fortunately, the relatively young population implies that these gaps will continue to close as the Aboriginal population is likely to see further gains in educational outcomes”²³.

The performance of women in the labour market must continue to develop in order to reduce the gaps as mentioned by Brian DePratto: “Many challenges remain for Aboriginal women, as education, labour market, and income outcomes still lag behind the Non-Aboriginal population. However, progress continues to be made in closing these gaps. In particular, Aboriginal women have led the way in the labour market, and are the only major population group to have seen rising employment rates since the recession”²⁴.

23. Gulati, Sonia, the Long and Winding Road towards Aboriginal Economic Prosperity. TD Economics, June 2015.

24. DePratto, Brian, Aboriginal Women Outperforming in Labour Markets, TD Economics, July 2015.



PART FOUR

First Nations and Inuit in the Québec regions

4.1 Overview of the different labour markets in the Québec regions

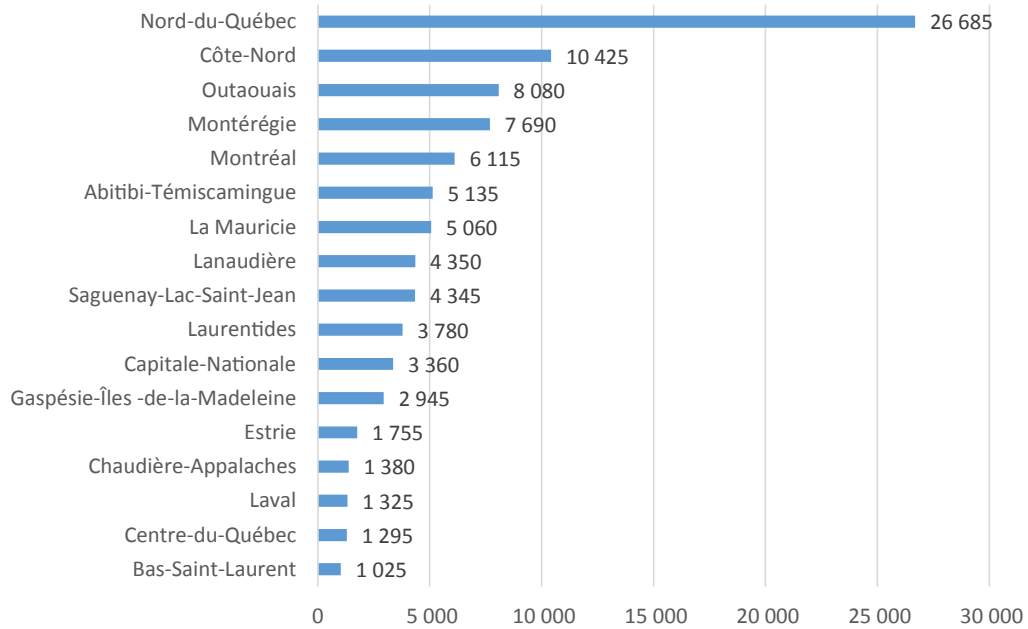
This analysis of the different regions follows the one included in the previous report of the same subject. This time, with the addition of another selection criteria of the regions that are part of the analysis, six regions were retained rather than three. The first criteria, the number of FNI in a region (Figure 25 and Table A15 in the statistical appendix) allows for the retention of the four first regions in the classification which are: Northern Québec, the North Shore, the Outaouais and Montérégie. A second criteria, the proportion of FNI in each region (Figure 26) adds Gaspé/Iles-de-la-Madeleine and Abitibi-Témiscamingue.

The same restrictions that limited the analysis of the data in the previous report still apply which involves the less detailed regional data for Aboriginal groups. Moreover, the under-enumeration of the number of FNI, related to the refusal of certain communities²⁵ in the regions to answer the survey, can be biased with regard to interpretation and difficult to measure. Contrary to previous Censuses, the National Household Survey of 2011 adds another limitation that comes from the fact that certain communities provided answer rates that were judged statistically weak, thus requiring more caution in the interpretation of the findings per locality or region.

25. According to estimates published in 2012 by the *Secrétariat aux Affaires Autochtones* and information published by Statistics Canada in the 2011 National Household Survey, six First Nation reserves refused to answer therefore there are 22,742 Aboriginal people who are excluded from this data. In Montérégie, it's Kahnawake (10,336) and the Québec portion of Akwasasne (5,528) and in the Laurentians, Kanesatake (2,321), and in the National Capital, Wendake (3,845) and in the Outaouais region, Rapid Lake (712). This list varies slightly from that of 2006.

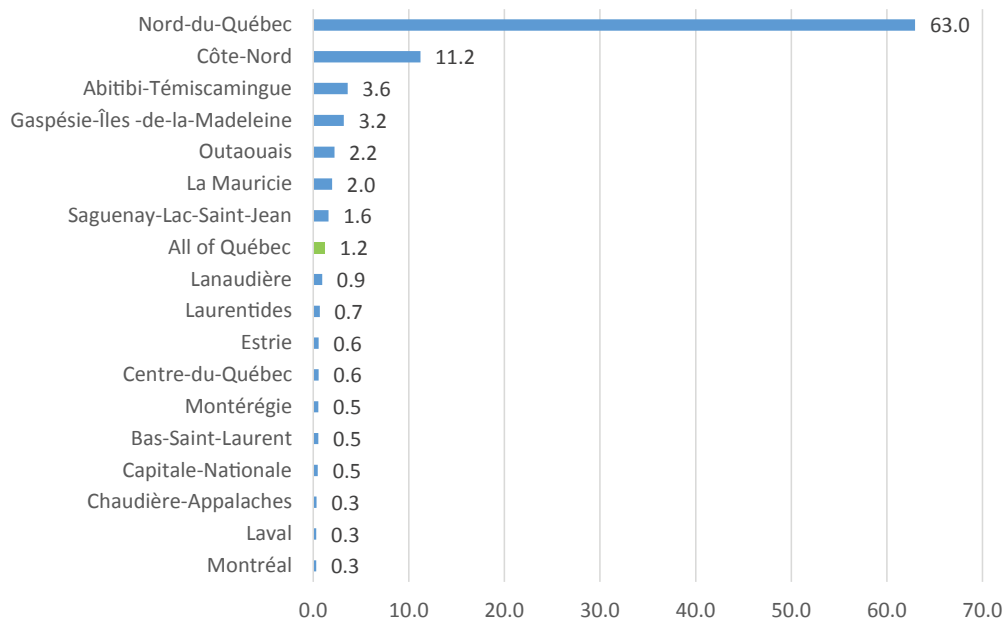


Figure 25 Classification of regions according to FNI population, Québec, 2011



Source: Table A15, appendix of statistics.

Figure 26 Classification of regions according to proportion of FNI in the region and in Québec. Québec, 2011



Source: Table A15, appendix of statistics.



4.2 The regions examined

In Québec, the total number of Aboriginals is estimated at 141,915 from which 94,995 are FNI (82,425 First Nations and 12,570 Inuit). From this number, individuals aged 15 and over who could find themselves in the labour market form a potential pool of 108,350 Aboriginals. From this group, there are 69,905 FNI from which 61,780 are First Nations and 8,125 are Inuit. At the regional level²⁶, available information on the labour market deals with Aboriginals as a whole who are First Nations, Métis or Inuit; it is possible to distinguish FNI in other analyses.

With a limited number of Aboriginals and FNI who are part of the regional analysis, the outcomes must be interpreted with extreme caution. A second limitation comes from the NHS itself since certain communities have overall non-response rates judged statistically problematic at the interpretation level. In Québec, the overall non-response rate is situated at 22.4% but in certain communities it is below: for the Inuit communities such as Kuujuaq (29%), Quaqaq (37%) and Kangirsuk (28%), reliability is reduced. Indian reserves such as Kitigan Zibi (44%), Gesgapegiag (35%) and Ouje-Bougoumou (34%) also produced results causing the reliability to be uncertain.

Out of 31 communities where First Nations are found, 21 have a total non-response rate inferior to that of the general population of Québec whereas 10 others (including the previously mentioned 3) have an equal or higher rate than all of Québec. Out of 14 Inuit communities, 10 have a total non-response rate inferior to that of Québec and 4 (including the previously mentioned 3) have a higher rate.

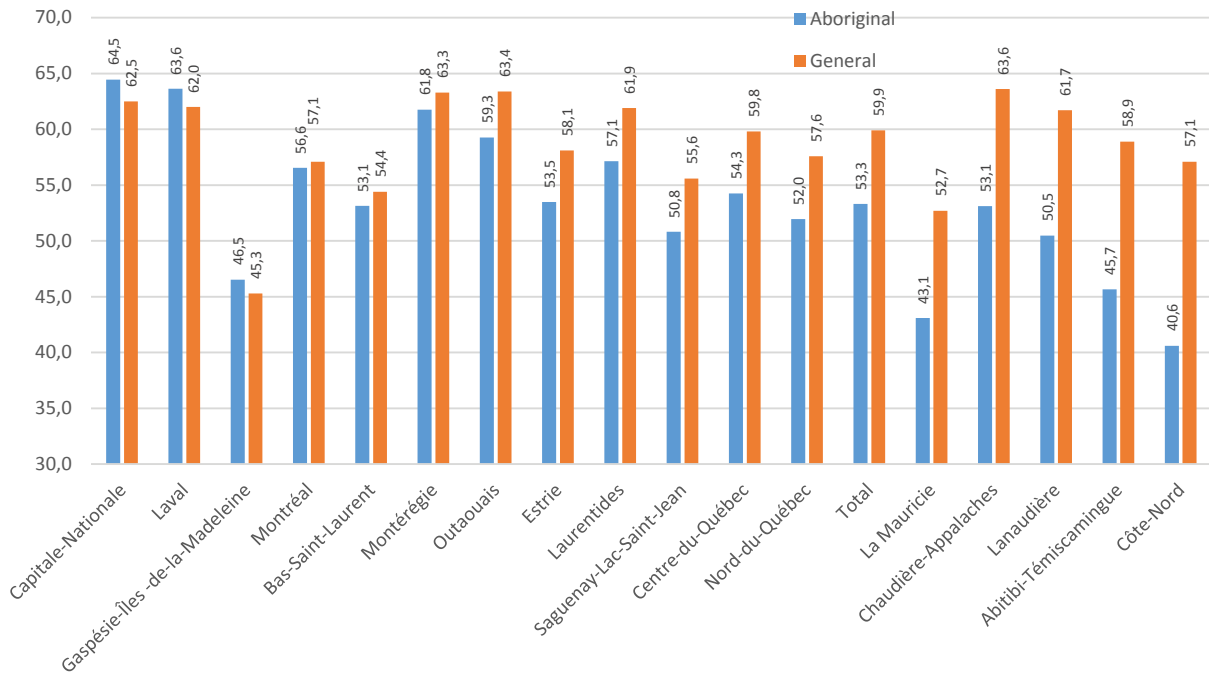
Including the Métis in examining the regions has, as a consequence, reduced the gaps in the three labour market indicators, the employment, participation and unemployment rates, between the general population and the Aboriginals. In Québec, the Métis present higher employment and participation rates and unemployment rates lower than that for FNI. For example, in 2011, the employment rate for the Métis (57.4%) was higher than for the Inuit (52.6%), for the First Nations (50.8%) and for FNI (51%). When considering the employment rate of First Nations (53.3%) rather than that of FNI (51%), the gap within the general population (59.9%) goes to 8.9 percentage points and if compared with the FNI, to 6.6 percentage points compared to all Aboriginals.

The North Shore, which ranks 2nd among the regions for its higher population (10,425) and relative importance (11.2%) for FNI, after Northern Québec, displays the greatest gap in Québec at 16.5 percentage points, between the employment rate for Aboriginals (40.6%) and that of the general population (57.1%, Figure 27 and Table A16 in the statistical appendix). Abitibi-Témiscamingue (gap of 13.2 percentage points), Lanaudière (11.3), Chaudière-Appalaches (10.5) and Mauricie (9.6) are all classified with higher gaps than that of Québec (6.6). Other regions, such as Northern Québec (5.6), the Outaouais (4.1) and Montérégie (1.5) present gaps that are somewhat less severe. In Gaspé, the employment rate for Aboriginals (46.5%) is slightly higher than that of the general population (45.3%); in 2011, Gaspé had the lowest overall employment rate of all the Québec regions. Difficulties integrating and maintaining employment are present in several regions of Québec as was the case in 2006 for the North Shore, Northern Québec and Abitibi-Témiscamingue and other regions. Although the data is less reliable for certain regions, the situation of inequity persists and tends to be slowly absorbed with the gaps hardly reduced between 2006 and 2011.

26. Data collected in each region stem from the sum of the localities for which the information was published. However certain MRC are amalgamated with others or are excluded from publication which produces a slight under numeration.



**Figure 27 Classification of regions accord to gap in the employment rate between
Aboriginals and the general population, Québec, 2011**



Source: Table A16, appendix of statistics.

4.2.1 Northern Québec

In 2011, Northern Québec remained the region with the greatest number of Aboriginals and FNI in Québec. The Aboriginal population is estimated at 27,210, essentially FNI, of which 15,830 are First Nations and 10,800 are Inuit. They represent 63% of the regional population and 28.1% of the general FNI population of Québec. FN live for the most part on reserves (15,545 of 15,830) and the Inuit are found mainly in rural areas (10,755 of 10,860). The region identified as Nunavik has a population of 12,055 inhabitants, most of whom are Aboriginal (10,880) almost solely Inuit (10,750); non-Aboriginals number approximately 1,175 persons.

The region regroups only 0.5% of the general Québec population aged 15 and over (30,205 out of 6,474,590) but the greatest proportion of Aboriginals are concentrated there (17,715 or 16.3% of the 108,355 Aboriginal in Québec) and they are mainly FNI (17,335 out of which 10,485 are First Nations and 6,850 are Inuit).

In the labour market, Aboriginals of Northern Québec, compared to the general regional population, display a gap in their employment rate estimated at 5.6 percentage points (52% compared to 57.5%, Table A16 in the statistical appendix). For non-Aboriginals (65.7%), the gap is even more pronounced at 13.7 percentage points. The unemployment rate (2.8 percentage points or 15.6% compared to 12.6% and participation rate (4.6 percentage points or 61.5% compared to 66.1%) also present adverse gaps for Aboriginals.



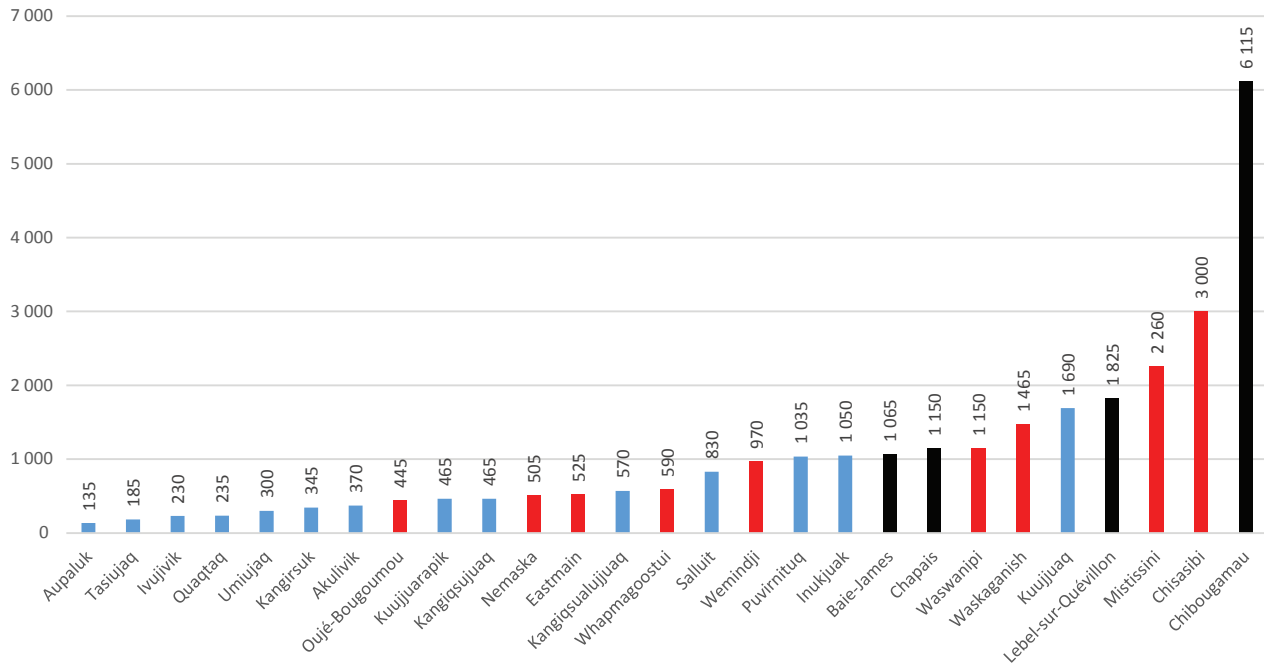
At the regional level, several findings for all of Québec apply to the Aboriginals of the region. Three industries employ 4 Aboriginal workers out of 5 (government agencies with 27.2%, health care with 22.6% and teaching with 11.4%); non-Aboriginals are however only 1 for 3 (36.1%). Low educational attainment affects First Nations (58.3% have no diploma) and the Inuit at a higher rate (68.8%; 27.8% of non-Aboriginals have low educational attainment. First Nations (3.3%) and Inuit (0.9%) have few university graduates; the equivalent proportion for non-Aboriginals is 15.1%. The population susceptible of being in labour market, those 15 and over, have a very high proportion of youth between the ages of 15 and 44; 69.5% for First Nations and a higher rate for the Inuit (74.8%), whereas for the non-Aboriginal population the rate is lower (49.7%). Another element that characterizes First Nations populations are their low income. First Nations (49.9%, earn less than \$25,000) and the Inuit (56.3%), compared to 38.4% of non-Aboriginals, find themselves in precarious situations in a region where the cost of goods and services require additional expenses.

Communities in this region, with low populations (Figure 28) that are dispersed throughout the region, present very different profiles in terms of labour market indicators (Figure 29) and some are identified as First nations and others as Inuit. In the region, 15 communities out of 27 have employment rates below the regional average. Certain trends appear everywhere: the sectoral concentration, low educational attainment, strong presence of youth and low incomes.

In certain Indian reserves, for which information has been published, the employment rates (Figure 30) are, in 7 cases out of 8, below the regional average and several among them, with low employment rates have the greatest numbers of individuals aged 15 and over. At Chisasibi, where the population is estimated at 3,000 inhabitants, the employment rate (50.7%) is one of the lowest with Waswanipi (1,150 inhabitants and a rate of 50.4%) and Waskaganish (1,465 inhabitants and a rate of 50.2%), and more than 7 percentage points separate them from the regional employment rate (57.6%).

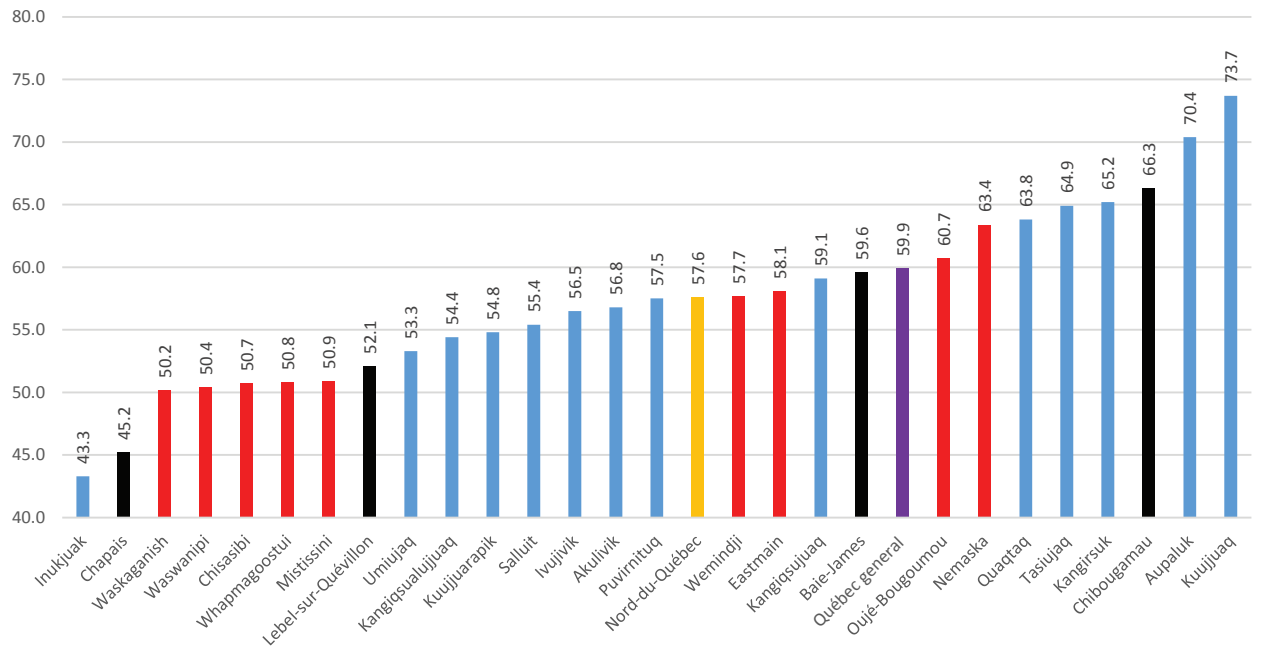


Figure 28 Total population aged 15 and over, Northern communities, 2011



Source: Statistics Canada, *Enquête nationale auprès des ménages, 2011*.

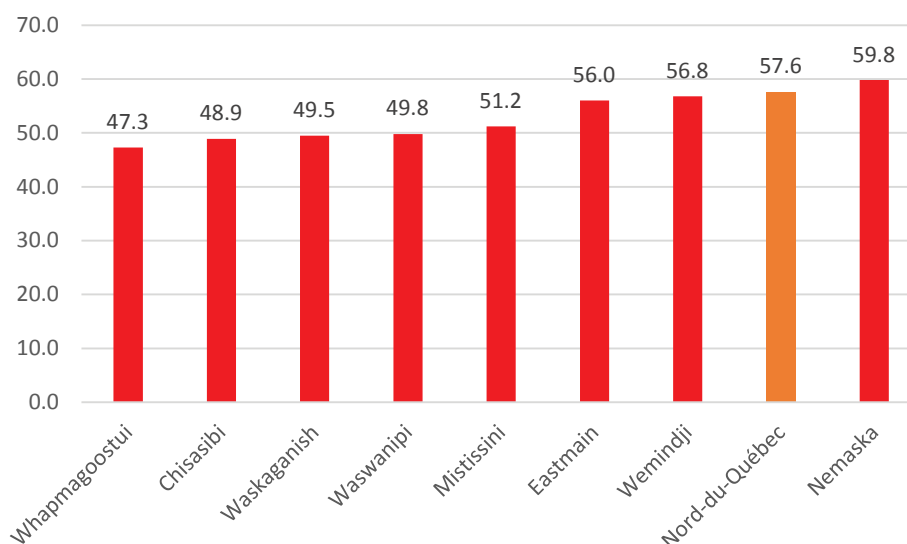
Figure 29 Total employment rate (Aboriginal and non-Aboriginal) in each Northern Québec community, 2011



Source: Statistics Canada, *Enquête nationale auprès des ménages, 2011*.



Figure 30 Employment rate in First Nations communities in Northern Québec, 2011



Source: Statistics Canada, *Enquête nationale auprès des ménages, 2011*.

Nunavik, with 12,055 inhabitants, is comprised mainly of Aboriginal people (10,880) and most are Inuit (10,750). In the population aged 15 and over, approximately 54.2% are employed and 16.4% of the active population (estimated at 4,450) is unemployed. The employment rate is therefore lower than that observed for the general Northern Québec population (57.6% or 5.6 percentage points) and the gap established is even more pronounced with the non-Aboriginals (65.7% or 13.7 percentage points). The unemployment rate and participation rate find themselves with the same type of discrepancies.

Inuit communities generally contain small populations and those aged 15 and over, the most important segment, does not exceed 1,690 (Kuujuaq) and a majority of communities, nine out of 14, have less than 500 inhabitants each whereas 5 have between 570 and 1690 inhabitants. For 8 communities, the employment rate is below the average for Northern Québec. The three most important communities of Nunavik, Kuujuaq (employment rate estimated at 73.7%), Inukjuak (43.3%) and Puvirnituk (43.3%), do not have the same integration capabilities for the Inuit population of their territory. Another indicator, the CWI or Community Well-Being Index (see section 2.9 of this report on low income earners), confirms Kuujuaq's better position, with an index estimated at 77, and ranks this community 446th out of 975 classified communities in Québec. The communities of Inukjuak (CWI of 55.11, 11th out of 975) and Puvirnituk (CWI of 58 and ranked 17th) are among the most disadvantaged in Québec in terms of income, educational attainment, housing and labour market integration.

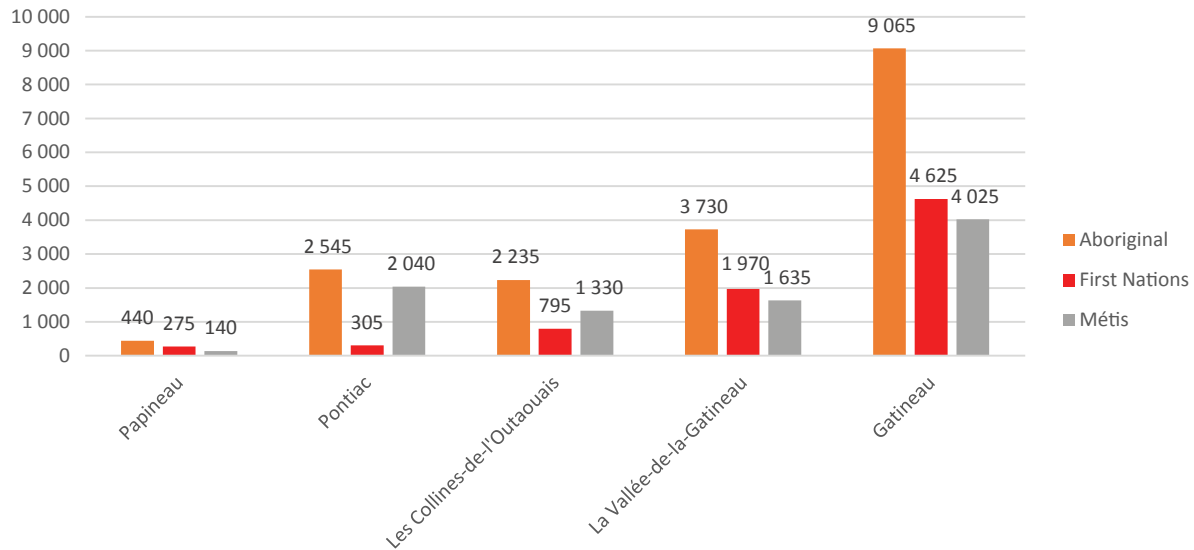
4.2.2 The Outaouais region

The Outaouais region, the third region of importance in Québec for its FNI population, mainly FN (7,975), also has a high number of Métis living on its territory. Available information allows the examination of one Indian reserve, Kitigan Zibi in the Vallée-de-la-Gatineau; however, its overall non-response rate (42.3%) prompts us to be cautious when interpreting collected data. Another reserve, Rapid Lake, is among those who refused to answer the National Household Survey of 2011.



Among the five *Municipalités régionales de comté (MRC)* of the region, two of them have the largest FN workforce, the MRC de Gatineau (4,625, Figure 31) and la Vallée-de-la-Gatineau (1,970) where the Kitigan Zibi community is located, with a total population of 1,395 of which 1,315 are First Nations. According to Statistic Canada estimates, First Nations reside for the most part off-reserve (6,675 out of 7,970) and for a great portion of them, in large urban centers (4,155).

Figure 31 Distribution of Aboriginal population, First Nations and Métis, according to MRC, Outaouais region, 2011



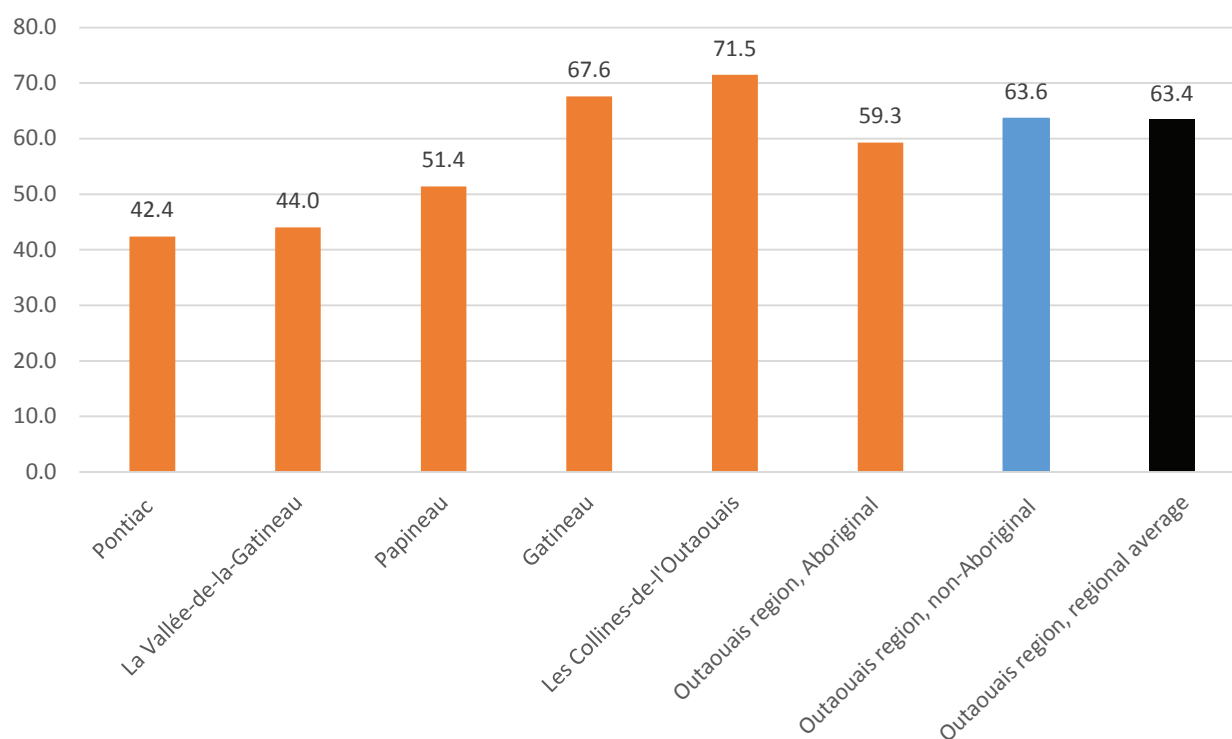
Source: Statistics Canada, *Enquête nationale auprès des ménages, 2011*.

The fact that information related to the labour market for the region does not distinguish the Métis from the First Nations forces the use of information on all Aboriginal people. The Outaouais region presents a gap of 4.1 percentage points between the employment rate for Aboriginals (59.3%) and that of the general population (63.4%). In the Pontiac and Vallée-de-la-Gatineau MRC, the employment rates for Aboriginals are lower whereas for the MRC in Gatineau, where there is a larger First Nations population, their employment rate is higher than that for non-Aboriginals or the regional average (Figure 32). In the Pontiac MRC (4.7 percentage points, 42.4 % compared to 47.1%) and the Vallée-de-la-Gatineau MRC (3.1 percentage points, 44% compared to 47.1%) there are gaps in the employment rates which disadvantage the FN compared to the general population whereas the opposite occurred in three other MRCs. In the First Nation community of Kitigan Zibi, the labour market indicators presented a whole other reality for 970 First Nation individuals aged 15 and over with a low employment rate (38.1%) and high unemployment rate (36%).



The low educational attainment for First Nations (29.4% have no diploma) and Métis (27.9%) characterize the Aboriginals when compared to the non-Aboriginals (23.1%). First Nations (9.4%) and Métis (9.6%) lacking university diplomas are limited in accessing more qualified employment compared to the non-Aboriginal population (20.8%) of which a great proportion is very qualified.

Figure 32 Employment rates for Aboriginals, according to the MRC and the general region, Outaouais, 2011



Source: Statistics Canada, *Enquête nationale auprès des ménages, 2011*.

First Nations income (median income of \$26,435 in 2011) is lower than that of the Métis (\$28,325) and of the non-Aboriginal population (\$33,992). These same types of gaps, though less pronounced, also exist for average income. As for their distribution within the salary scale, First Nations (47.8% earn less than \$25,000) and the Métis (45.7%) are often found in income brackets lower than non-Aboriginals (39.5%). For higher income earnings (more than \$40,000), First Nations (33.6%) and Métis (35.6%) are less advantaged than non-Aboriginals (42%).

The economic activity sector that has the highest number of First Nations participation are government agencies (27.7% compared to 24.7% for non-Aboriginals), health services (10.1% compared to 10.7%) and the construction industry (9.7%). These three sectors employ almost half of the Aboriginal labour force (47.5%) compared to 43% for non-Aboriginals.



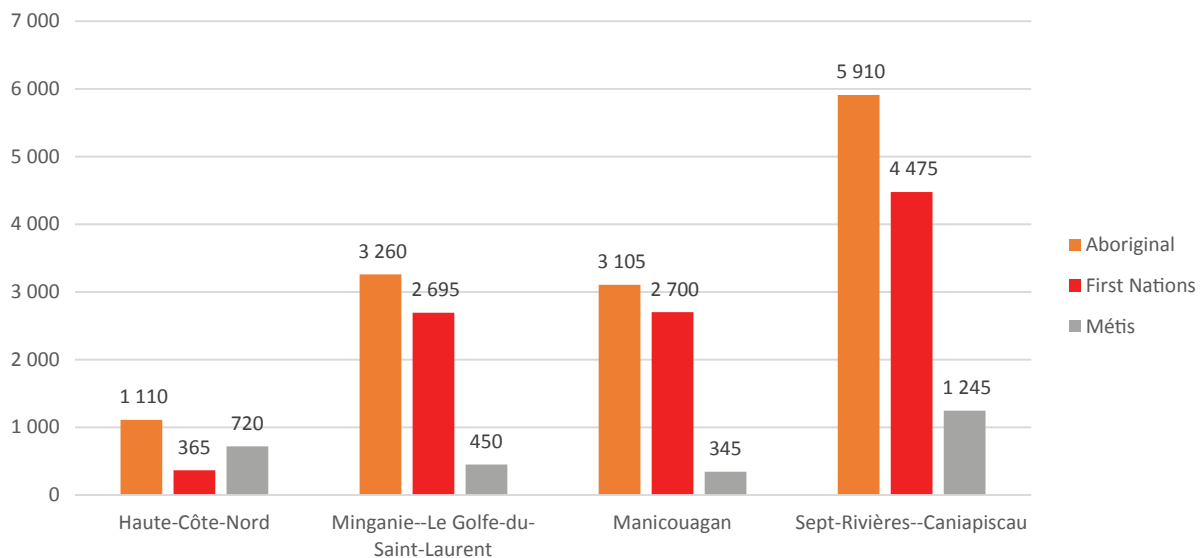
4.2.3 North Shore

The North Shore, with 9 First Nation communities on its territory, has the second highest FNI population in Québec with more than 10,455 inhabitants who are First Nations (10,235) and a few Inuit (210). They represent 11% of the FNI population in Québec whereas the North Shore (92,985) represents only 1.2% of the general population of Québec. This regional concentration is of relative importance for Aboriginals (14.4%) in the region and for FNI (11.2%).

The labour market regroups 9,825 Aboriginals aged 15 and over and the majority of them are identified as First Nations (7,220); the Métis (2,320) are as present as some Inuit (165). In this region, the Aboriginal people experience the greatest gap in Québec between their employment rate (40.6%) and that of the general North Shore population (57.1%), so 16.5 percentage points. Their unemployment rate (23%) is the second highest in Québec, after that of the Aboriginals in the Gaspé region (24.4%)”

Within the MRCs, the one from Sept-Rivières regroups the greatest number of Aboriginal people (5,910, Figure 32) and First Nations (4,475) and is followed by de la Manicouagan (2,700) and de la Minganie (2,695) with the same number of First Nations. The Higher North Shore regroups more Métis (720) than First Nations (365).

Figure 33 Distribution of Aboriginal population, First Nations and Métis, according to the MRC, North Shore region, 2011

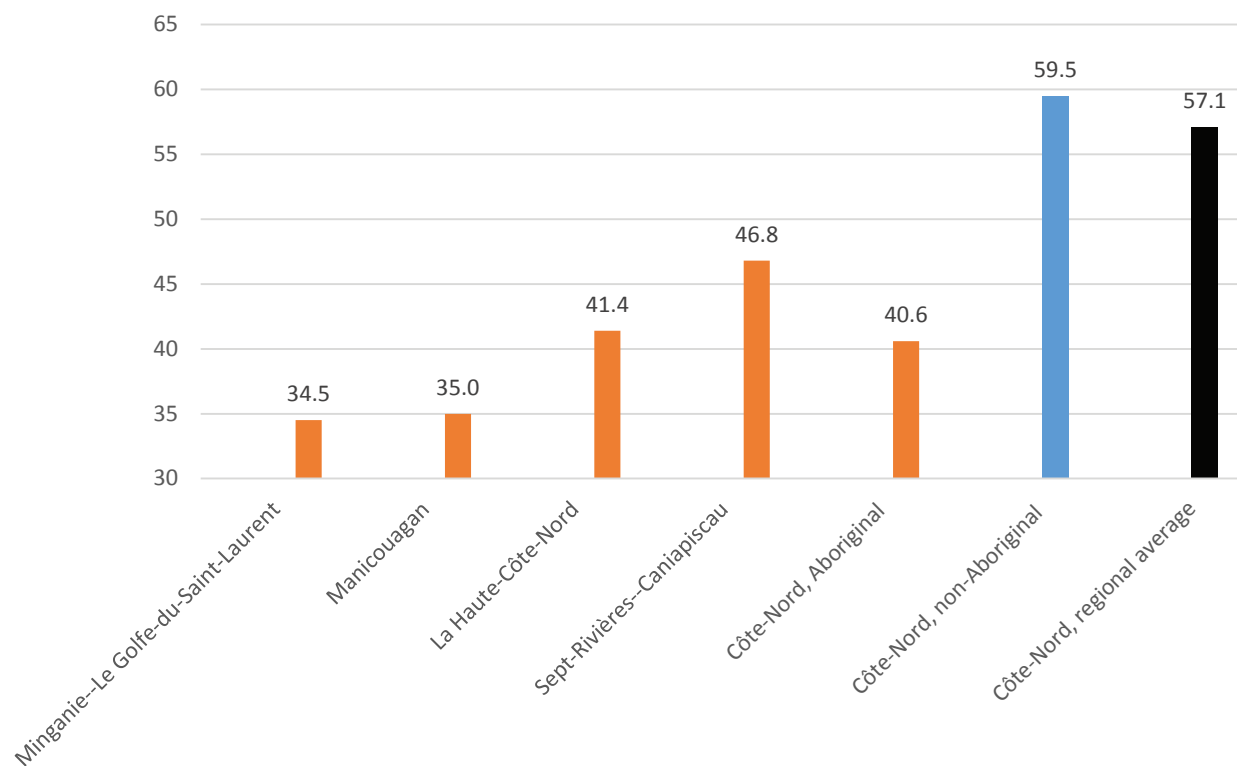


Source: Statistics Canada, *Enquête nationale auprès des ménages, 2011*.



The employment rate for Aboriginal people (40.6%, Figure 34) on the North Shore is relatively low when compared to non-Aboriginals (59.5%) and to the regional average in 2011 (57.1%). No MRC exceeds the regional average with regard to employment rates.

Figure 34 Employment rate for Aboriginal people, according to MRC and the general region, North Shore, 2011

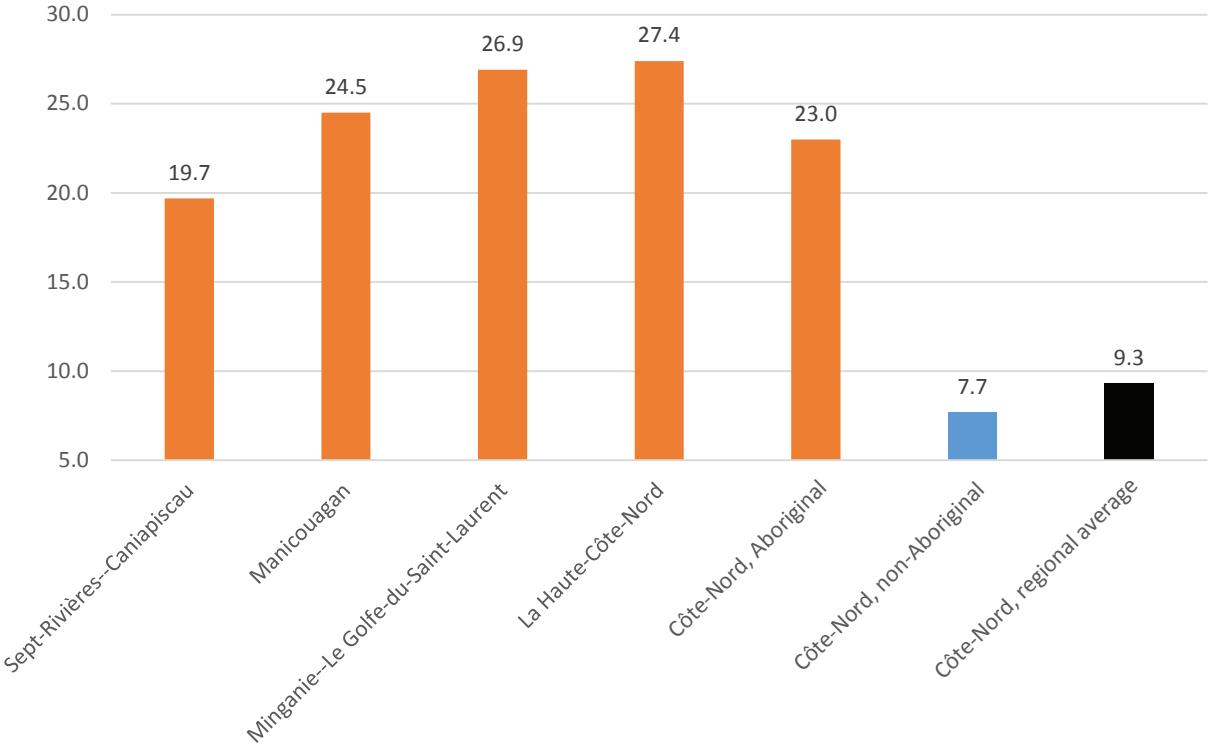


Source: Statistics Canada, *Enquête nationale auprès des ménages, 2011*.

The unemployment rate also illustrates the difficulties encountered by First Nations to remain in the labour market or to access employment. The rate is estimated at 23% (Figure 35) for all of the Aboriginal people of the North Shore, going from a minimum of 19.7% to more than 27%.



Figure 35 Unemployment rate for Aboriginal people, according to the MRC, and the general region, North Shore, 2011



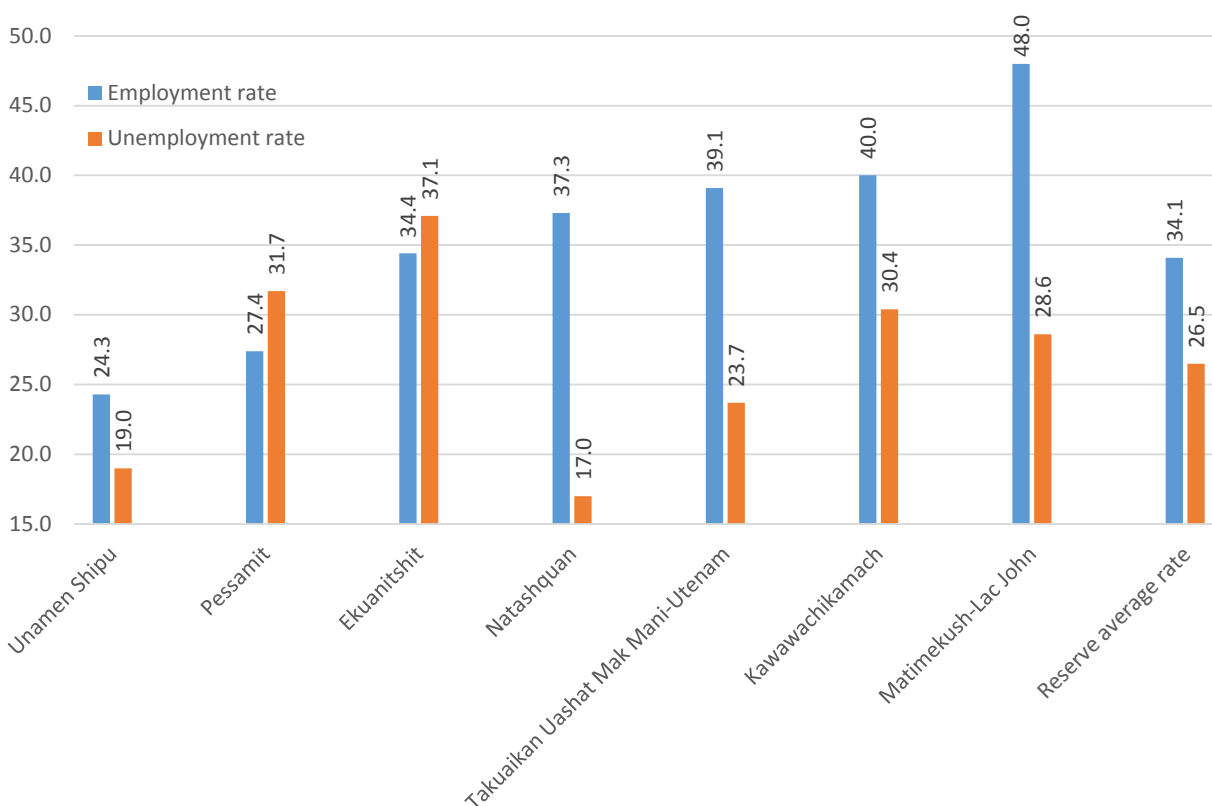
Source: Statistics Canada, *Enquête nationale auprès des ménages, 2011*.

The 10,235 First Nations people in the North Shore live mainly on reserves (8,795) and those who live off reserve (1,440) are found in rural areas or small urban centres. A strong proportion of them have no diploma (60.9%) and few graduate university (3.2%). More than 4 out of 5 people earn incomes lower than \$20,000 (61.8%). Their average income (55.1%) or median income (45.7%) centers around half of that for non-Aboriginals.

In North Shore First Nations communities, the data, available for 7 of the 9, demonstrate that the labour market situation is particularly demanding in communities like Unamen Shipu (or La Romaine, employment rate of 24.3%, Figure 36, unemployment rate of 19% and participation rate of 30%), Pessamit (or Betsiamites, employment rate of 27.4%) and Ekuanitshit (or Mingan, employment rate of 34.4%). On average, out of seven communities, the employment rate (34.1%) barely exceeds the third of the population aged 15 and over and unemployment (26.5%) affects a quarter of the active population.



Figure 36 Employment and unemployment rates according to First Nations community, North Shore, 2011



Source: Statistics Canada, *Enquête nationale auprès des ménages*, 2011.

4.2.4 Montérégie region

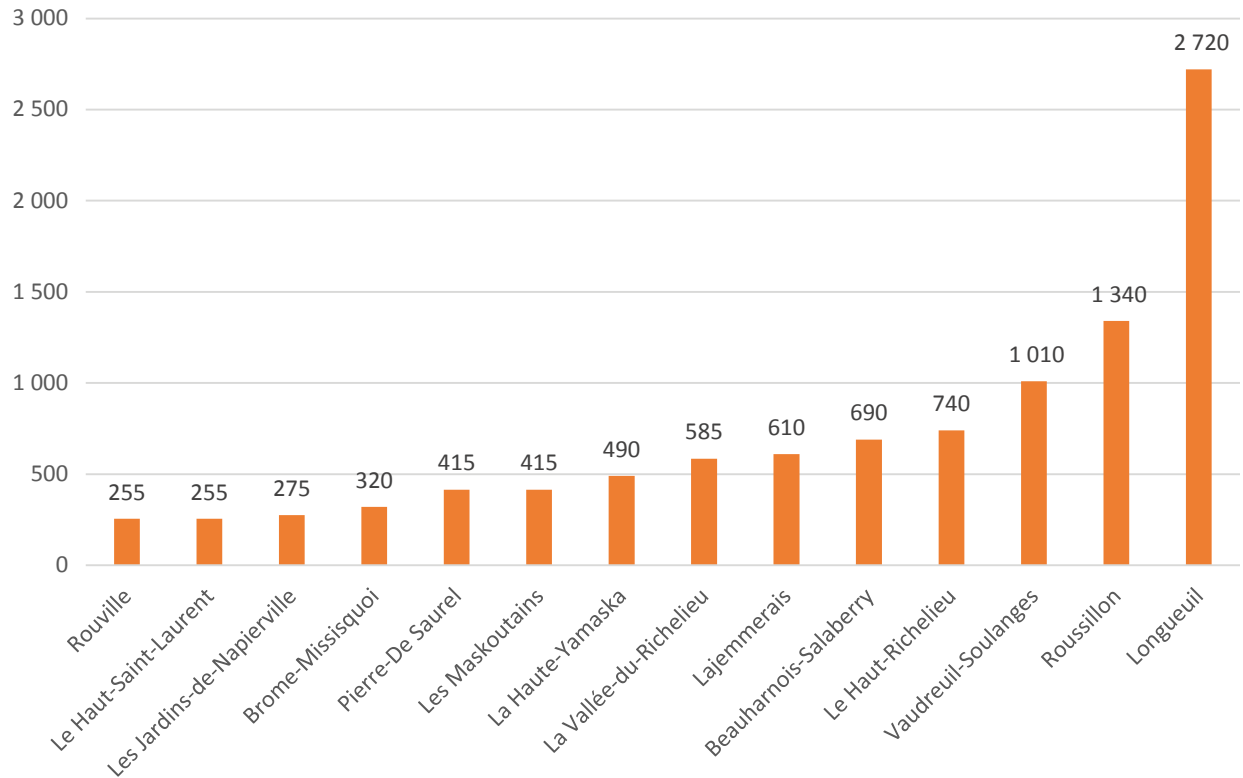
Two of the most important First Nation communities are located in the Montérégie region: Kahnawake (of the 10,336 Mohawks identified to this reserve, 7,745 live in the community and 2,591 live off reserve, according to the *Secrétariat aux Affaires Autochtones*) and Akwasasne (5,528 inhabitants, of which 5,423 live in the community). However, since both these communities are part of those who declined answering the National Household Survey in 2011, no information is available on their socio-economic conditions or labour market indicators. The resulting bias for Montérégie renders the analysis applicable only to Aboriginal people living off reserve in this region.

Despite this limitation and under-enumeration, Montérégie holds the third rank for First Nation population in Québec (7,690, out of which 7,450 are First Nation and 240 are Inuit. If the First Nations of these two reserves had been included, this region would be ranked 2nd for FNI population in Québec, behind Northern Québec.

The Aboriginal population aged 15 and over is estimated at 10,180 individuals in 2011, from which 6,275 are First Nations, all living off reserve and 3,095 Métis and 215 Inuit. Half of this population is concentrated in three MRCs out of 14: Longueuil (2,720), Le Roussillon (1,340) and Vaudreuil-Soulanges (1,010).



Figure 37 Aboriginal population aged 15 and over, according to the MRC, Montérégie, 2011



Source: Statistics Canada, *Enquête nationale auprès des ménages, 2011*.

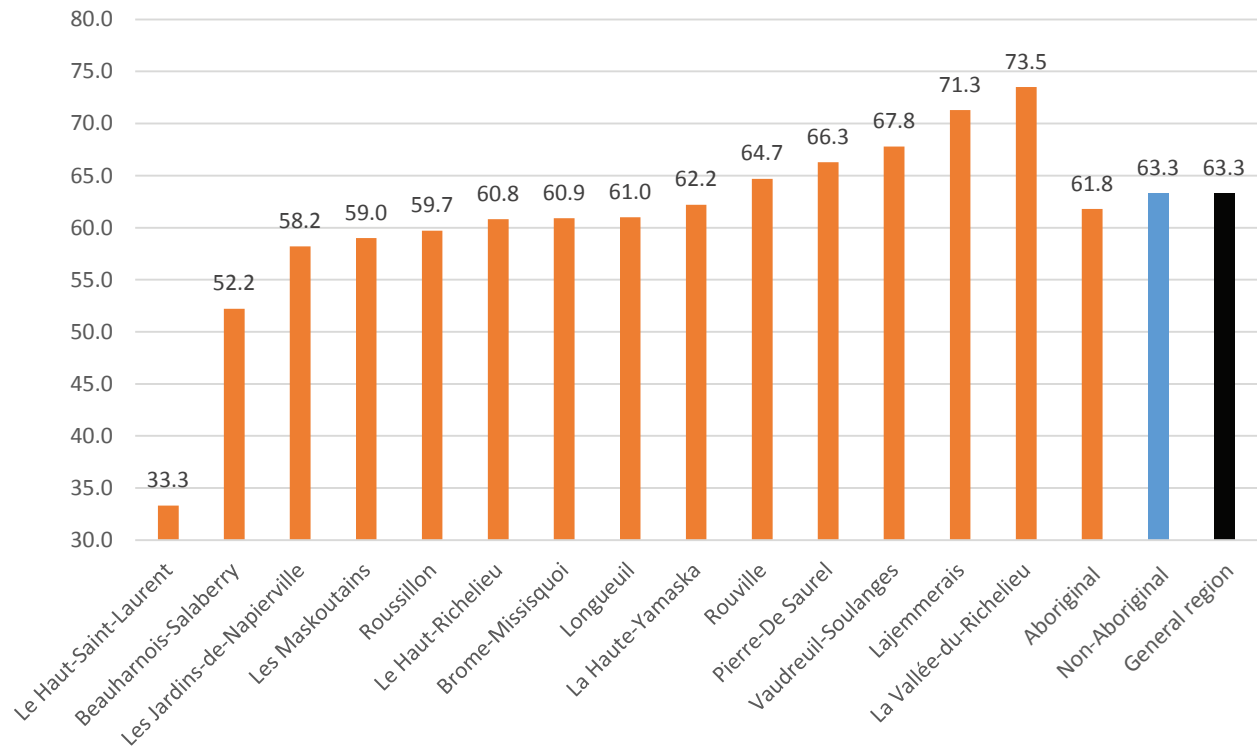
The proportion of individuals aged 15 to 44 is higher among Aboriginals (50.8%) and First Nations (50.9%) than the general population (45.9%). Aboriginal women (53%) and First Nations women (54%) form a large segment of the population aged 15 and over than the general female population of the region (51%).

With regard to educational attainment, Aboriginal people (27.3% have no diploma) and First Nations (26.5%) are relatively under educated compared to the regional average (21.7%). A more qualified workforce is twice as rare among Aboriginal people (9.2% have a university degree) and First Nations (7.9%) than in the general population (16.8%).

The labour market indicators, the employment rate, participation rate and unemployment rate hardly present any discrepancies between the Aboriginals and the non-Aboriginals. Thus, the gap in the employment rate for Aboriginals (61.8%, Figure 38) is only at a 1.5 percentage point difference with the non-Aboriginals (63.3%). Out of the MRCs with the most Aboriginal people, two of them have lower employment rates than the regional average (63.3%): Longueuil (employment rate of 61%), the Roussillon (59.7%) whereas Vaudreuil-Soulanges (67.8%) is above. If the labour market indicators for the Aboriginal people of these three MRCs are compared to the average of their MRC, in Longueuil (employment rate for Aboriginals is 61% compared to 60.2% for the MRC average), the low gaps are beneficial for the Aboriginal people whereas it is the opposite for the other two MRCs where the gaps are more significant: in Roussillon (59.7% compared to 69%) and in Vaudreuil-Soulanges (67.8% compared to 68.9%).



Figure 38 Employment rate according to MRC and Aboriginal identity, Montérégie, 2011



Source: Statistics Canada, *Enquête nationale auprès des ménages, 2011*.

Aboriginal people of Montérégie earn income situated between 82.9% (average income \$32,115 compared to \$38,751) and 84.6% (median income of \$26,191 compared to \$30,995) of the income earned by the general regional population. For First Nations only, the corresponding percentages are lower (80.9% and 82.1%). Almost half of Aboriginal people (49%) and First Nations (49.8%) earn incomes lower than \$25,000 whereas this proportion is lower among the general population (41.7%). For incomes higher than \$35,000, over a third of Aboriginal people (35.1%) and First Nations (35.8%) are in this income bracket whereas the corresponding proportion for the Montérégie is 44.1%.

The sectors of economic activity in which Aboriginal people are mostly employed include retail (13.7% compared to 12.7% for the general population), accommodations and food services (7.5% compared to 5.7%), government agencies (6.3% compared to 5.5%) where they are increasingly more present than the general population. Other sectors such as manufacturing (12.1% compared to 13.7%), health (10.7% compared to 11%) are also important employment sectors for Aboriginal people.



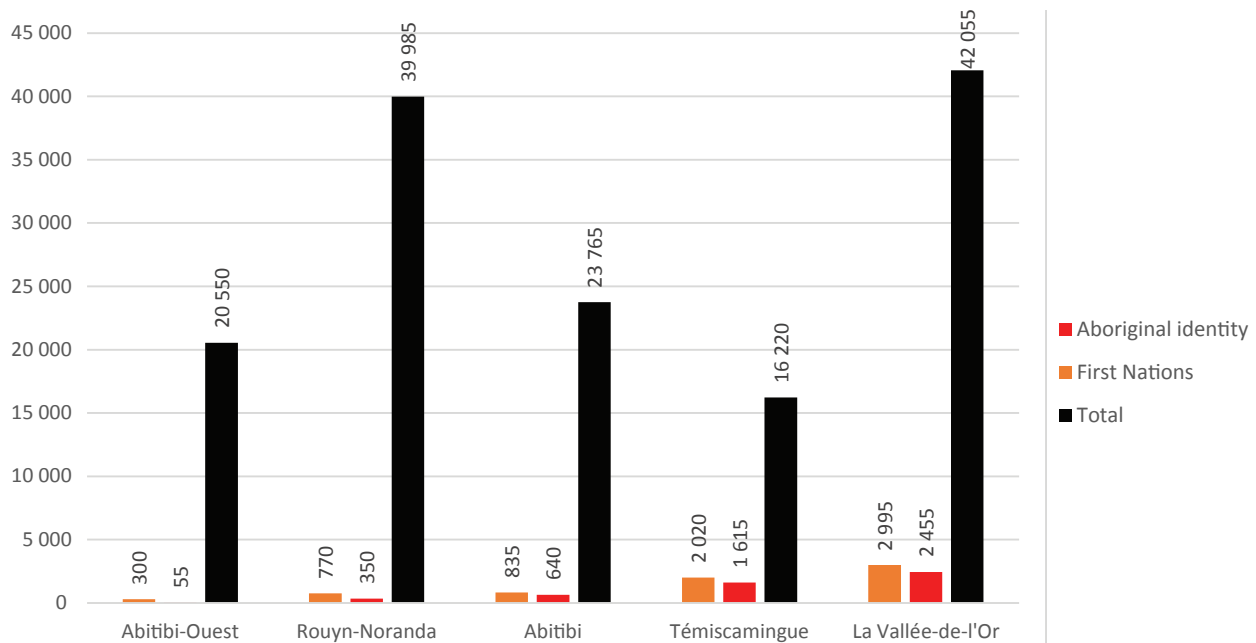
4.2.5 Abitibi-Témiscamingue region

The Abitibi-Témiscamingue region represented 1.8% of the population in Québec in 2011 with an estimated population of 142,580 inhabitants. The 5,135 First Nations who reside there represent 5.4% of all First Nations in Québec and 3.6% of the regional population, the third highest regional concentration of FN in Québec. Added to these First Nations are 1,605 Métis who form a total Aboriginal population of 6,930 individuals.

Two-thirds of First Nations (3,290²⁷ individuals out of 5,105) live in First Nations communities, and they regroup approximately 2,090 individuals aged 15 and over (out of 3,315 individuals aged 15 and over). Certain information on the five reserves in Abitibi-Témiscamingue allows a closer identification of the situation of 1,895 First Nations aged 15 and over.

The highest concentration of First Nations (2,455, Figure 39) is in the Vallée-de-l'Or MRC and in Témiscamingue (1,615). A little more than 1000 are divided into the three other MRCs.

Figure 39 Distribution of the Aboriginal and First Nations population, according to MRC, Abitibi-Témiscamingue region, 2011



Source: Statistics Canada, *Enquête nationale auprès des ménages, 2011*.

Low educational attainment levels for First Nations affect a large part of this population with 53.6% without a diploma. The regional equivalent is 30.5%. For the more educated, those with a university degree, the proportion of First Nations (4.8%) is less than half of that of the general regional population (10.8%).

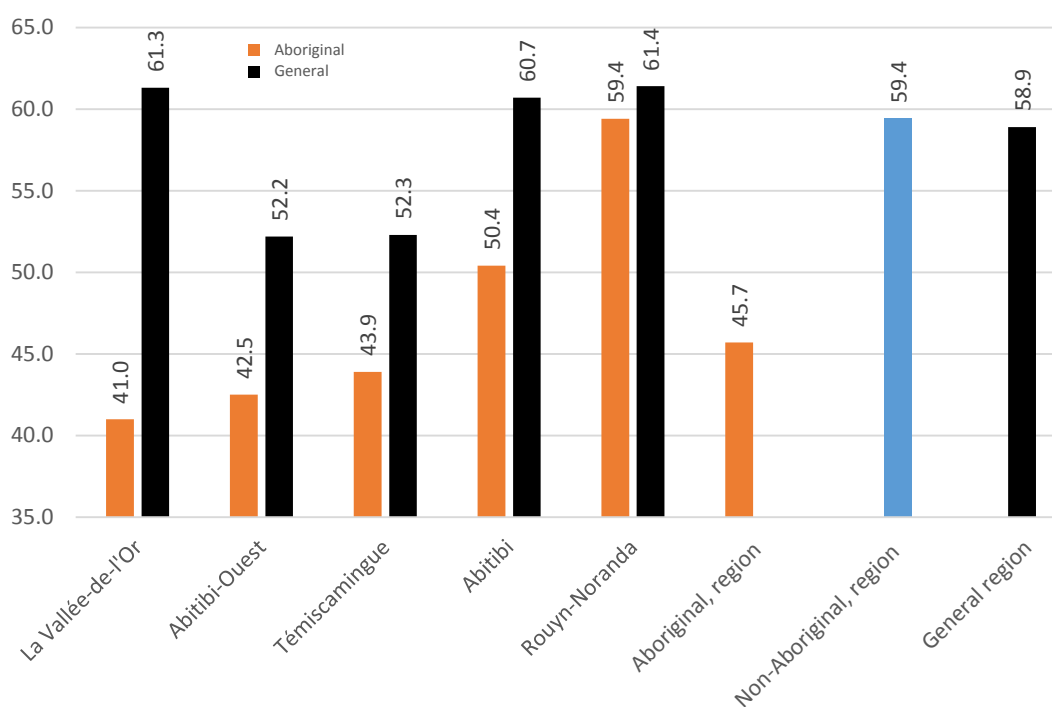
27. According to the *Secrétariat*, there were 3,926 First Nations Individuals on reserves in Abitibi-Témiscamingue in 2012.



This population is also characterized by its youth, and, in the 15 and over category, they account for a proportion of two-thirds (63.9 %) who are under 45 years old; in the region, the equivalent proportion is 44.6%. Practically as many women (49.4%) as men, are aged 15 and over among the First Nations and this proportion is almost identical to that of the region (49.5%).

An important gap, 13.2 percentage points, separates the employment rate for Aboriginal people (45.7%, Figure 40) and non-Aboriginal people (58.9%) in the region. In the Vallée-de-l'Or, the gap reaches almost 20 percentage points and 8.4 percentage points in the MRC of Témiscamingue; in these two MRCs, the employment rate for Aboriginal people is lower than the regional average for Aboriginals. For First Nations living in communities (employment rate is 33.5%, Figure 41 and unemployment rate is 33.3%), the gaps are more pronounced.

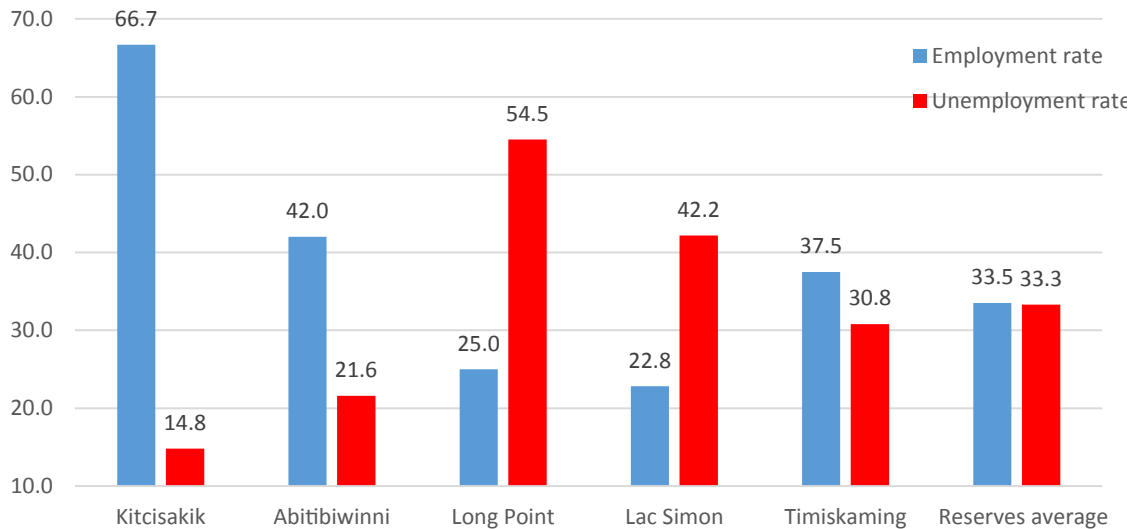
Figure 40 Employment rate according to MRC and Aboriginal identity, Abitibi-Témiscamingue region, 2011



Source: Statistics Canada, *Enquête nationale auprès des ménages*, 2011.



Figure 41 Employment and unemployment rates in First Nation communities, Abitibi-Témiscamingue region, 2011



Source: Statistics Canada, *Enquête nationale auprès des ménages, 2011*.

The main employment sectors for First Nations in the region are government agencies (26.3% compared to 6.5% for non-Aboriginals), health care (17.3% compared to 13.1%) in which they are increasingly more present than non-Aboriginals; retail (9.9% compared to 12.6%) and mining (6.9% compared to 9.6%) have relatively less Aboriginals than non-Aboriginals.

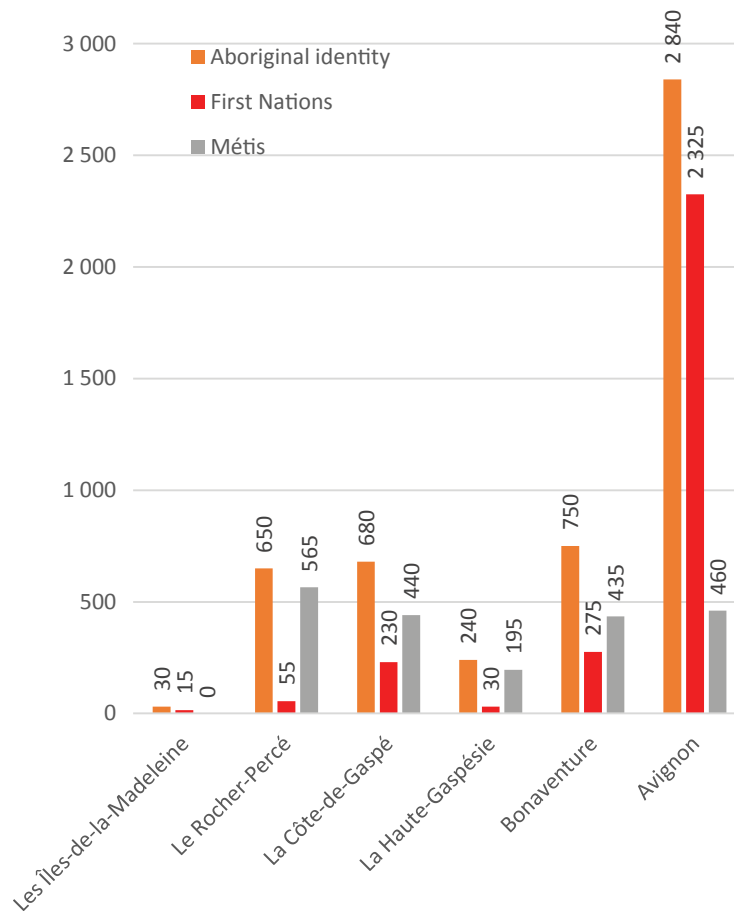
4.2.6 Gaspé-Iles-de-la-Madeleine

In the Gaspé-Iles-de-la-Madeleine region which had a population of 91,950 in 2011, Aboriginal people were numerous on the territory. Estimated at 5,200, they represented 5.6% of the population there; First Nations (2,940) composed the highest contingency followed by the Métis (2,115). Three quarters of the First Nation population were located on one of the three reserves (2,240): Listuguj (1,570 First Nations of a total population of 1,720) and Gesgapegiag (665 First Nations out of a total of 705) in the MRC of Avignon; Gespeg, situated in the Côte-de-Gaspé MRC, and for which no detailed information is available, is also part of this area (population of 643 according to the SAA). For two of these reserves, the NHS published information but the overall totals of nonresponse is very high (25.2% at Listuguj and 34.8% at Gesgapegiag) as well as the region (27.8%) which makes interpreting the available information dependant on the variability of the collected estimates.

One MRC, Avignon, has the greater Aboriginal population (2,840) mainly First Nations (2,325, Figure 42). The other First Nations are established in the MRCs of Bonaventure (275) and Côte-de-Gaspé (230).



Figure 42 Distribution of Aboriginal population, First Nations, Métis, according to the MRC, Gaspé-Iles-de-la Madeleine, 2011



Source: Statistics Canada, *Enquête nationale auprès des ménages, 2011*.

First Nations women represent 53.1% of the total population and when they are aged 15 and over, their proportion is even higher (54.1%) and is situated above the regional average (50.8% of the total population and 51.2% for the 15 and over population).

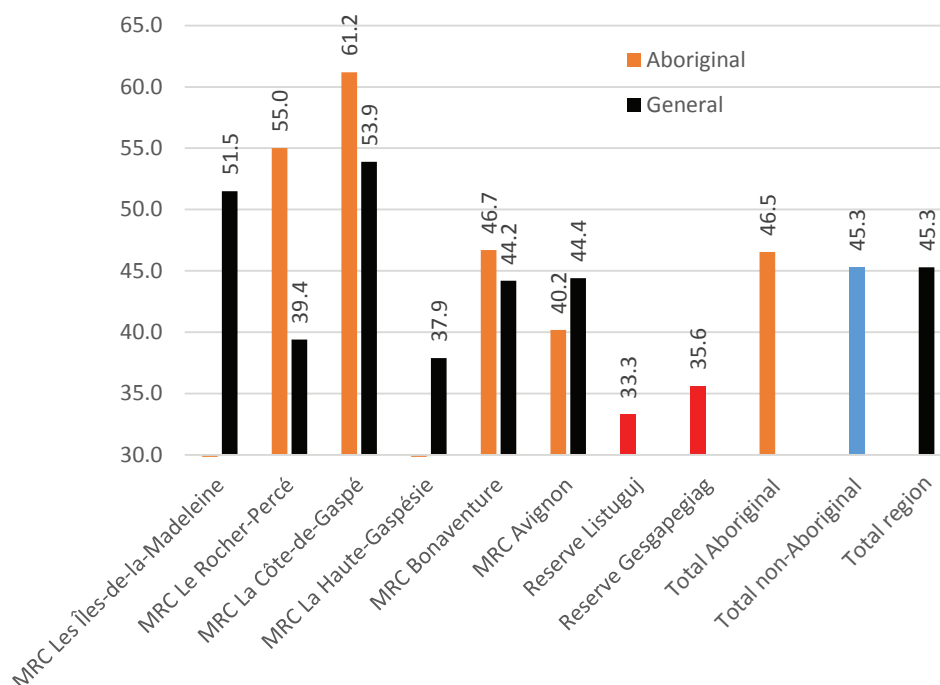
First Nations who are aged 15 and over are relatively a young population (53.6% are between 15 and 44 years compared to 35.3% for the total population) and also regroup older people (38.3% are 45 or more compared to 47.7%).

The low level of educational attainment (37.1% of First Nations do not have a diploma compared to 35.2% for the rest of the population) is also a characteristic with the population of the region. At the university level, there are few university graduates within the First Nations population (5.6%) which represents a gap of three percentage points in relation to the general population (8.6%).



The region also recorded one of the lowest employment rates in Québec in 2011 with 45.3% (Figure 43) including Aboriginal people, specifically those in the MRC of Avignon (Aboriginal employment rate of 40.2% compared to 44.4% of the general population). The First Nations in the two reserves recorded an even lower employment rate (33.3% in Listuguj and 35.6% at Gesgapegiag) and their unemployment rate was also very high (38.6% and 35.6% respectively). This data, whose precision is marred with a significant margin of error, illustrates the extent of the employment deficits in the region that affect not only First Nations but the total population as well.

Figure 43 Employment rate according to Aboriginal identity, the MRC and Indian reserve, Gaspé-Iles-de-la-Madeleine, 2011



Source: Statistics Canada, *Enquête nationale auprès des ménages*, 2011.

The low income of First Nations whose median income is estimated at \$15,931 in 2010, barely reached two-thirds (68.2%) of the regional median income (\$23,368).

The main spheres of activity for the Aboriginal people of the region are government agencies (22.4% compared to 7.6%) and health care.



CONCLUSION

The conclusions of this 2013 study remain current. They brought to light the difficulties First Nations and Inuit face in integrating the labour market, in accessing quality employment and in maintaining employment. The demographic growth is fast paced, the level of educational attainment, coupled with a high drop-out rate and low graduation rate, language barriers and loneliness in isolated regions, have been identified as significant explanatory factors in the observed gaps in the labour market between Aboriginal and non-Aboriginal people. On this topic, Matthew Calver stated that: “The socio-economic barriers faced by Aboriginal people are well documented. Some are structural in nature such as geographical remoteness. Others are cultural based like linguistic differences and the residential school phenomena. History and government policies have also contributed in a significant manner. These combined factors help to explain the reasons why the task of improving the economic prosperity of Aboriginal people is so difficult”²⁸.

“The signatories to Aboriginal agreements have always been faced with problems such as lack of opportunities in isolated areas; the instability in the natural resources area; the low level of educational attainment or of basic skills of the targeted clientele; the employers misperception regarding Aboriginal people. Moreover, even if employers and educational institutions have worked with the agreement holders to find new job opportunities and training focused on local demand, the lack of reliable and current data on the local job market has restricted their ability to project with precision the job opportunities in demand”²⁹.

This new study refreshes the previous portrait by integrating results from the 2011 National Household Survey and by including the most current information from the Labor Force Survey on the recent state of the labour market up to 2015. It underlines Aboriginal people’s low educational attainment, the over and under concentration in certain spheres of economic activity, jobs that requires less skills which are mostly filled by Aboriginal people, endemic poverty and low income, numerous elements or systemic barriers that have evolved little over time.

The limited progress recorded between 2006 and 2011 and the negative impacts related to the economic development in recent years, specifically in the natural resources area and in government agencies where expenditures are reduced and limit the capacity to intervene, are accompanied by a rapid population growth which is not conducive to a reduction in the gaps between Aboriginal and non-Aboriginal people in the labour market.

28. Calver, Matthew, Closing the Aboriginal Education Gap in Canada: The Impact in Employment, GDP, and Labour Productivity.

29. Human Resources and Skills Development Canada, Aboriginal Labour Market Bulletin, spring 2015, volume 4, Issue 1.



Additional challenges have hampered the reliability of the analyses, particularly at the local and regional levels when data available for 2011 showed a lesser quality than that collected in the 2006 census making the historical comparisons and the evaluation of the trends more complex to detect.

In order to improve the analyses, three administrative regions were added to the previous portrait which extended the regional coverage and will eventually allow to extend the scope of the adopted strategies. The main First Nations communities have also been documented which specifies the magnitude of the gaps identified in each region. But, challenges persist because the under enumeration and refusal to answer by seven reserves weighs heavily on the quality of the data and distorts the quality of the findings.

This study happened during a defining moment with the report from the Truth and Reconciliation Commission where the federal government promised to implement the 94 recommendations. In his declaration of December 15th, 2015, the Canadian Prime Minister stated: "And we will, in partnership with Indigenous communities, the provinces, territories, and other vital partners, fully implement the Calls to Action of the Truth and Reconciliation Commission, starting with the implementation of the United Nations Declaration on the Rights of Indigenous Peoples". Several of the recommendations included in the Commission's report concern the strategies necessary to improve the situation of Aboriginal people in the labour market:

"7) We call upon the federal government to develop with Aboriginal groups a joint strategy to eliminate the educational and employment gaps between Aboriginal and non-Aboriginal Canadians.

...

10) We call on the federal government to draft new Aboriginal education legislation with the full participation and informed consent of Aboriginal peoples. The new legislation would include a commitment to sufficient funding and would incorporate the following principles:

- i. Providing sufficient funding to close identified educational achievement gaps within one generation.*
- ii. Improving education attainment levels and success rates.*
- iii. Developing culturally appropriate curricula.*
- iv. Protecting the right to Aboriginal languages, including the teaching of Aboriginal languages as credit courses.*
- v. Enabling parental and community responsibility, control, and accountability, similar to what parents enjoy in public school systems.*
- vi. Enabling parents to fully participate in the education of their children.*
- vii. Respecting and honouring Treaty relationships.*



43) We call upon federal, provincial, territorial, and municipal governments to fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.

92) We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:

i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.

ii. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects³⁰.

The United Nations declaration referred by the Commission also contains articles regarding problems to solve in education and employment. They are:

Article 20.1 Indigenous peoples have the right to maintain and develop their political, economic and social systems or institutions, to be secure in the enjoyment of their own means of subsistence and development, and to engage freely in all their traditional and other economic activities.

Article 21. 1 Indigenous peoples have the right, without discrimination, to the improvement of their economic and social conditions, including, inter alia, in the areas of education, employment, vocational training and retraining, housing, sanitation, health and social security.

Article 21. 2 States shall take effective measures and, where appropriate, special measures to ensure continuing improvement of their economic and social conditions. Particular attention shall be paid to the rights and special needs of indigenous elders, women, youth, children and persons with disabilities³¹.

The Truth and Reconciliation Commission had also indicated in a previous report that actions would be required to correct the historical trajectories that contributed to causing situations of poverty and exclusion: "Poverty and related social problems that affect many First Nations communities can be linked to gaps in the Residential Schools systems. Coping with the aftermath will require an Aboriginal school system that satisfies the needs of Aboriginal students, that respects the parents, the families, and the Aboriginal cultures.

30. Truth and Reconciliation Commission, Honoring the truth, reconciling for the future, final report summary.

31. United Nations, Declaration on the Rights of Indigenous Peoples.



4) Reconciliation requires constructive action on addressing the ongoing legacies of colonialism that have had destructive impacts on Aboriginal peoples' education, cultures and languages, health, child welfare, administration of justice, and economic opportunities and prosperity.

5) Reconciliation must create a more equitable and inclusive society by closing the gaps in social, health, and economic outcomes that exist between Aboriginal and non-Aboriginal Canadians.

The findings of this report match those of numerous other Canadian studies and specify that the ongoing gaps between Aboriginal and non-Aboriginal people require multi-faceted strategies involving many partners to be able to solve these complex problems. As mentioned by the Special Rapporteur of the United Nations, James Anaya, present initiatives remain insufficient and he suggested to elevate the priorities accorded to resolving this situation:

"The numerous initiatives that have been taken at the federal and provincial/territorial levels to address the problems faced by Indigenous peoples have been insufficient. Aboriginal peoples' concerns and well-being merit higher priority at all levels and within all branches of government and across all departments. Concerted measures, based on mutual understanding and real partnership with Aboriginal peoples through their own representative institutions, are vital to establish long-term solutions. To that end, it is necessary for Canada to arrive at a common understanding with Aboriginal peoples of objectives and goals that are based on full respect for their constitutional, treaty and internationally-recognized rights.

82) *The United Nations Declaration on the Rights of Indigenous Peoples, which has been endorsed by Canada, provides a common framework within which the issues faced by Indigenous people in the country can be addressed*³².

Another recent report by the United Nations, on Canada's application of the International Covenant on Economic, Social and Cultural Rights has supported James Anaya's position and suggests many approaches to eliminate the barriers encountered by Aboriginal people. The recommendations from the United Nations touch mainly discrimination, violence, the application of the Charter, the participation in development programs on the territories, the reduction of disparities in education, housing, healthcare and social services, adequate funding for their needs, job equity, application of the recommendations from the Truth and Reconciliation Commission and the protection of Aboriginal languages³³.

32. United Nations, Report of the Special Rapporteur on the rights of Indigenous peoples, James Anaya Addendum, 2014

33. Committee on Economic, Social and Cultural Rights, Concluding observations on the sixth periodic report of Canada, UN, March 2016, p. 17



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APPENDIX

PROJECTION OF LABOUR MARKET INDICATORS

Introduction

To establish population projections and key labour market indicators – labour force, employment, unemployment and employment participation rates, different outside sources of information on the macroeconomic scenarios served to structure this exercise. A link between the current and projected labour market situation for First Nations (FN) and Inuit (I) is also established with the historical context and projected growth of the FNI population. Subsequently, two hypotheses were developed. The first one concerns the slight widening of the gaps that were present from 2011 to 2015 and were maintained from 2015 to 2018 for the three rates (unemployment, employment and participation; the second one maintains the gaps observed in 2011. The first hypotheses is the one retained for the purpose of this analysis.

Results and observations

The economic scenarios consulted for the forecast years are from 2015 to 2018 for all of Québec and demonstrate an increase in employment that is situated between 0.6% and 0.8% according to the year. For the purpose of our exercise, an annual employment growth average, situated at 0.7% per annum, has served as a basis for all of Québec. This scenario anticipates a slow deceleration in employment growth with respect to the 2011-2015 period (0.8% per year).

The overall demographic context has also impacted this exercise because Québec experienced a slow decline in population growth for those aged 15 and over and in the labour force during this period. The population aged 15 increases less rapidly and the labour force even slower. At a rate of 0.8%, between 2011 and 2015, the population of those aged 15 and over will grow slower each year from 2015 to 2018 at 0.6%.

These overall trends inspired by these scenarios translate into a reduction in the unemployment rate of 7%³⁴ in 2015 and 6.3% in 2018 (Table 1). The employment rate (Table 2) will increase by two-tenths of a percentage point between 2015 and 2018 and the participation rate will fall one-tenth of a percentage point.

Supposing that these scenarios materialize, and with the introduction of certain hypotheses related to the FNI population growth, it is possible to examine different scenarios of behavior for the FNI labour market indicators. First of all, it is assumed that these observed trends in the labour market indicators, according to the Labour Force Survey, between 2011 and 2015 for FN living off-reserve, the Métis and the Inuit who do not live in northern communities, will continue from 2015 to 2018. The gaps between FNI and the general population continue to increase slightly. The unemployment rate which was estimated at 2.1 times the overall unemployment rate in 2011 (15.1% compared to 7.2%) went to 2.3 in 2015 (15.9% compared to 7%) and will remain stable in 2018 (14.5% compared to 6.3%).

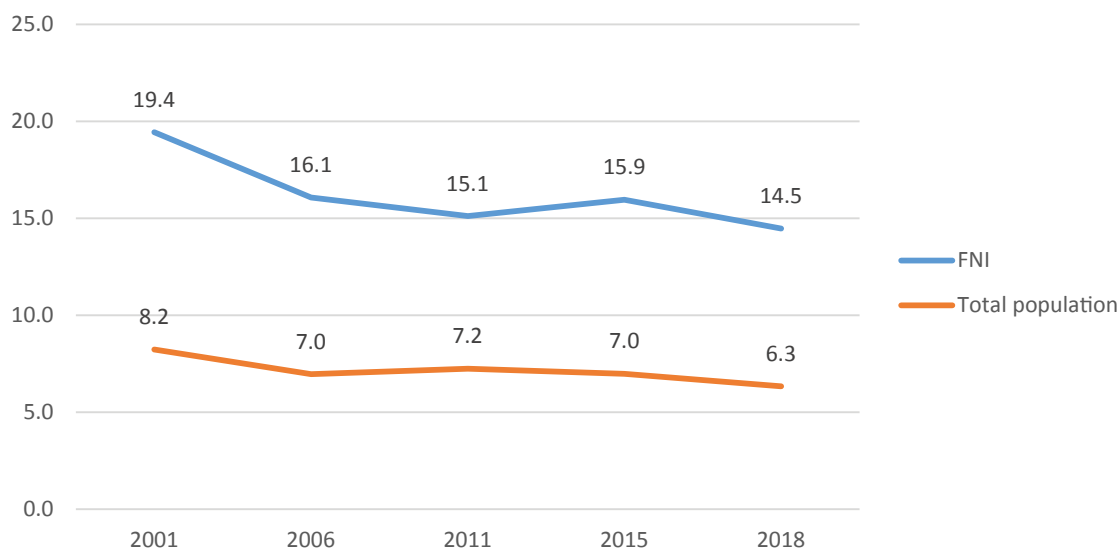
34. Statistics Canada's Survey on the active population estimates the unemployment rate at 7.6% in 2015 and 7.9% in 2011. The 2011 National Household Survey estimates the unemployment rate at 7.2% in 2011. To make the data comparable over time, adjustments were introduced and global trends for 2015 to 2018 were applied to these adjustments.



The labour market indicator trends occur with a continued and steady increase in FNI populations which will grow at a rate of about 4% each year between 2011 and 2018. This increase will be reflected in the portion of FNI population and the general Québec population aged 15 and over, which goes from 1.1% in 2011 to 1.3% in 2018 (Table 3).

A second hypotheses (Table 1) explores these trends by assuming that the relative gaps observed in 2011 were maintained in 2015 and in 2018. The unemployment rates will therefore be lower in 2015 and in 2018.

Chart 1 Historical unemployment rate (2001, 2006, and 2011) and projected rate (2015 and 2018) for First Nations and Inuit and the general population, all of Québec



The employment rate, estimated at 51% for FNI in 2011, deteriorates in 2015 to stand at 49.8% and climbs afterwards to reach 50%. This development translates into a slight increase in the relative gap between 2011 and 2015 and it remains stable in 2018. In fact, the FNI employment rate is equal to 85.1% of that of the general population (51% compared to 59.9% in 2011) and this relative gap decreases to 83.1% in 2015 (49.8% compared to 59.9%) and 83.2% in 2018 (50% compared to 60.1%).



Chart 2 Historical employment rate (2001, 2006 and 2011) and projected rate (2015 and 2018) for First Nations and Inuit and the general population, all of Québec

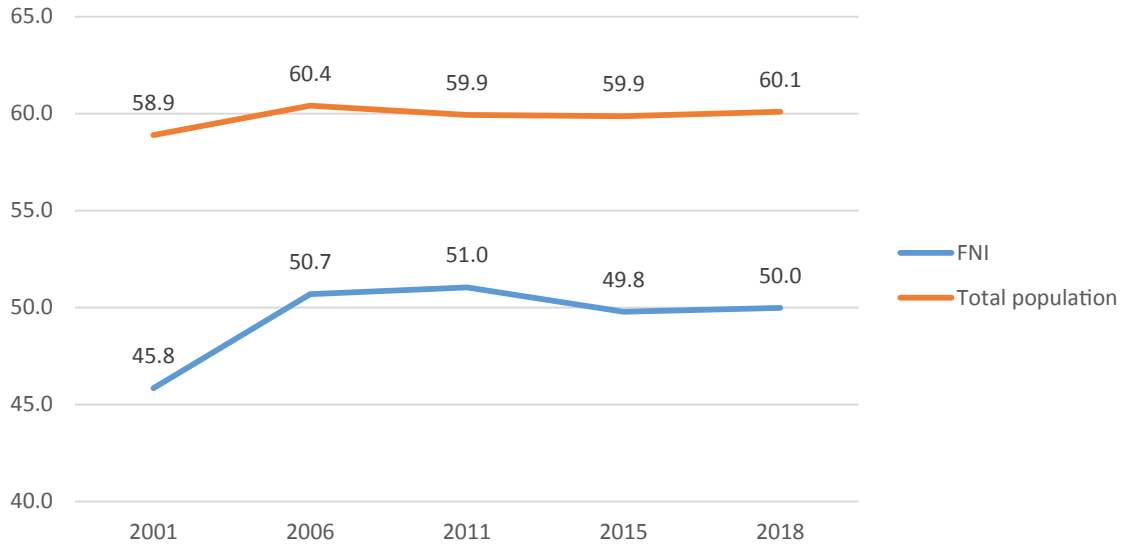
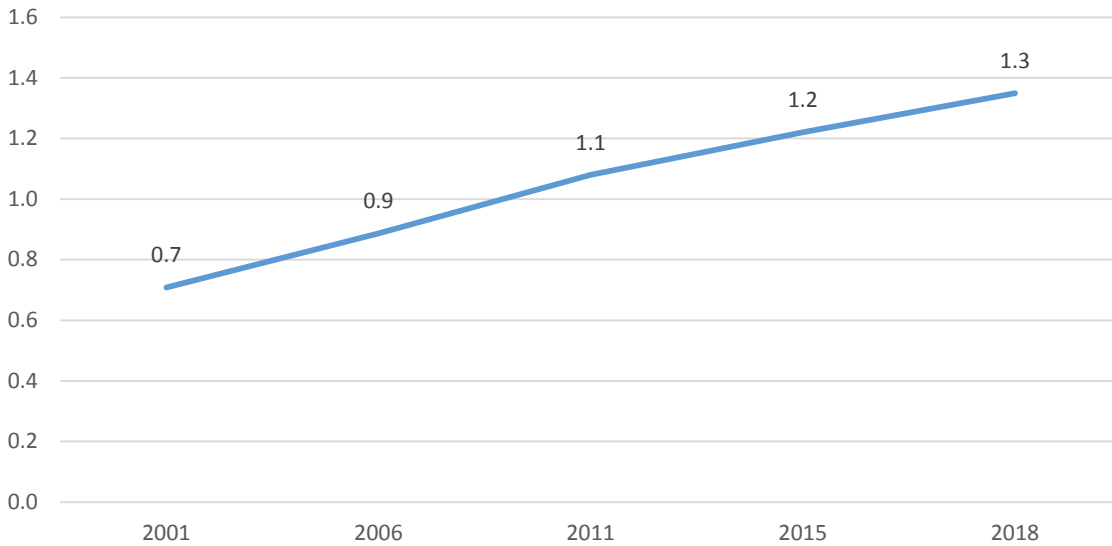


Chart 3 Historical proportion (2001, 2006 and 2011) and projected proportion (2015 and 2018) for the total FNI population aged 15 and over, all of Québec



Concluding remarks

The projections presented are based on the most recent available and published macroeconomic scenarios. Emploi-Québec, who publishes long-term forecasts, will be finalizing a new scenario soon and it could therefore involve revisions.

On the other hand, the actual development of trends, realized between 2011 and 2016, will not be accessible until the end of 2018, once the results of the new census of 2016 are published. Despite these constraints to access available data, this exercise illustrates the difficulties encountered by FNI in the labour market if these public interventions do not modify the course of these trends.



Table 1 History and projections of the population and the main indicators of the labour market, First Nations and Inuit population and the total population, 2001 to 2018, all of Québec, according to projected scenarios

SCENARIO 3 – STABLE GAP	2001	2006	2011	2015	2018
FNI population 15 and over	41 325	54 860	69 905	81 531	91 711
Labour force	23 495	33 125	42 035	48 823	54 755
Employment	18 940	27 805	35 680	41 560	46 936
Unemployment	4 565	5 320	6 350	7 105	7 226
Inactive population	17 830	21 735	27 870	32 708	36 955
Unemployment rate	19.4	16.1	15.1	14.6	13.2
Participation rate	56.9	60.4	60.1	59.9	59.7
Employment rate	45.8	50.7	51.0	51.0	51.2
SCENARIO 3A – GAP INCREASES	2001	2006	2011	2015	2018
FNI population 15 and over	41 325	54 860	69 905	81 531	91 711
Labour force	23 495	33 125	42 035	47 774	53 579
Employment	18 940	27 805	35 680	40 584	45 834
Unemployment	4 565	5 320	6 350	7 619	7 749
Inactive population	17 830	21 735	27 870	33 757	38 132
Unemployment rate	19.4	16.1	15.1	15.9	14.5
Participation rate	56.9	60.4	60.1	58.6	58.4
Employment rate	45.8	50.7	51.0	49.8	50.0
OVERALL SCENARIO	2001	2006	2011	2015	2018
FNI population 15 and over	5 832 345	6 184 490	6 474 590	6 681 275	6 795 499
Labour force	3 742 485	4 015 200	4 183 450	4 299 139	4 359 607
Employment	3 434 265	3 735 505	3 880 420	3 999 163	4 083 731
Unemployment	308 220	279 695	303 025	299 976	275 876
Inactive population	2 089 865	2 169 285	2 291 145	2 382 135	2 435 892
Unemployment rate	8.2	7.0	7.2	7.0	6.3
Participation rate	64.2	64.9	64.6	64.3	64.2
Employment rate	58.9	60.4	59.9	59.9	60.1

Historical source: 2001, 2006 census and the 2011 National Household Survey.
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Table A1 Distribution (N) of total population according to Aboriginal identity (First Nations and Inuit) and province. Canada. 2011

	FIRST NATION IDENTITY	FNI (FIRST NATION + INUIT)	FIRST NATION	INUIT	MÉTIS	MULTIPLE FIRST NATION IDENTITIES	FIRST NATION IDENTITY NOT INCLUDED ELSEWHERE	NON-NATIVE IDENTITY	TOTAL
Newfoundland-Labrador	35 800	25 575	19 315	6 260	7 665	260	2 300	471 470	507 270
Prince Edward Island	2 230	1 575	1 520	55	410	0	235	135 145	137 375
Nova Scotia	33 845	22 590	21 895	695	10 050	225	980	872 325	906 170
New-Brunswick	22 620	16 605	16 120	485	4 850	145	1 020	713 215	735 835
Québec	141 915	94 995	82 425	12 570	40 960	1 550	4 410	7 590 610	7 732 520
Ontario	301 430	204 460	201 100	3 360	86 015	2 910	8 045	12 350 365	12 651 790
Manitoba	195 895	114 805	114 225	580	78 835	1 205	1 055	978 450	1 174 345
Saskatchewan	157 740	103 495	103 205	290	52 450	670	1 120	851 020	1 008 760
Alberta	220 695	118 655	116 670	1 985	96 865	1 875	3 295	3 347 280	3 567 975
British Columbia	232 290	156 585	155 015	1 570	69 475	2 480	3 745	4 092 170	4 324 455
Yukon	7 710	6 760	6 585	175	845	30	70	25 615	33 320
Northwest Territories	21 160	17 680	13 345	4 335	3 245	45	185	19 640	4 0795
Nunavut	27 360	27 200	130	27 070	135	15	15	4 335	31 700
Canada	1 400 685	911 000	851 560	59 440	451 795	11 415	26 470	31 451 635	32 852 320

Source: Statistics Canada. 2011 National Household Survey.





Table A1.1 Distribtuion (N) of total population according to Aboriginal identity (First Nations and Inuit) and age.
Canada and Québec. 2011

	FIRST NATION IDENTITY	PNI (FIRST NATIONS + INUIT)	FIRST NATIONS	INUIT	MÉTIS	MULTIPLE FIRST NATION IDENTITY	FIRST NATION IDENTITY NOT INCLUDED ELSEWHERE	NON-NATIVE IDENTITY	TOTAL
Canada									
Under 15 years	392 105	278 950	258 795	20 155	104 420	3 730	5 005	5 200 695	5 592 800
15 to 24 years	254 515	168 815	156 865	11 950	80 035	2 000	3 665	4 069 550	4 324 065
25 to 34 years	187 350	119 895	111 625	8 270	62 715	1 605	3 130	4 106 600	4 293 950
35 to 44 years	179 795	115 795	108 520	7 275	59 690	1 330	2 975	4 281 640	4 461 430
45 to 54 years	185 275	110 890	104 955	5 935	68 775	1 275	4 330	5 104 285	5 289 560
55 to 64 years	118 960	67 540	64 110	3 430	46 520	835	4 065	4 220 020	4 338 975
65 years and over	82 685	49 115	46 690	2 425	29 635	645	3 295	4 468 850	4 551 535
TOTAL	1 400 685	911 000	851 560	59 440	451 795	11 415	26 470	31 451 635	32 852 320
Media nage	27.7		25.9	22.8	31.4	24.9	39.4	40.6	40.1
Québec									
	FIRST NATION IDENTITY	PNI (FIRST NATIONS + INUIT)	FIRST NATIONS	INUIT	MÉTIS	MULTIPLE FIRST NATION IDENTITY	FIRST NATION IDENTITY NOT INCLUDED ELSEWHERE	NON-NATIVE IDENTITY	TOTAL
Under 15 years	33 565	25 085	20 645	4 440	7 600	320	560	1 224 370	1 257 930
15 to 24 years	23 025	16 345	13 635	2 710	5 885	260	545	952 075	975 100
25 to 34 years	18 285	12 460	10 770	1 690	5 045	240	545	999 585	1 017 870
35 to 44 years	17 695	11 740	10 290	1 450	5 300	135	515	993 980	1 011 675
45 to 54 years	21 545	12 735	11 575	1 160	7 825	270	720	1 240 655	1 262 200
55 to 64 years	15 885	9 160	8 480	680	5 870	170	685	1 062 500	1 078 380
65 years and over	11 910	7 480	7 035	445	3 440	150	850	1 117 450	1 129 360
TOTAL	141 915	94 995	82 425	12 570	40 960	1 550	4 410	7 590 610	7 732 520
Median Age	32.7		31.3	21.3	38.8	33.1	46.0	41.3	41.2

Source: Statistics Canada. 2011 National Household Survey.

Table A1.2 Distribution (N) of total population according to Aboriginal identity (First Nations and Inuit) and gender. Canada and Québec. 2011

	FIRST NATION IDENTITY	PNI (FIRST NATIONS + INUIT)	FIRST NATIONS	INUIT	MÉTIS	MULTIPLE FIRST NATION IDENTITY	FIRST NATION IDENTITY NOT INCLUDED ELSEWHERE	NON-NATIVE IDENTITY	TOTAL
Canada									
Male	68 2190	441 280	411 785	29 495	22 3335	5 525	12 055	15 480 925	16 163 110
Female	718 500	469 725	439 775	29 950	228 465	5 890	14 420	15 970 710	16 689 210
TOTAL	1 400 685	911 000	851 560	59 440	451 795	11 415	26 470	31 451 635	32 852 320
Québec									
Male	70 205	46 375	40 110	6 265	21 295	715	1 815	3 743 840	3 814 045
Female	71 710	48 620	42 315	6 305	19 660	830	2 600	3 846 765	3 918 475
TOTAL	141 915	94 995	82 425	12 570	40 960	1 550	4 410	7 590 610	7 732 520

Source: Statistics Canada. 2011 National Household Survey.





Table A2 Main Labour Market Indicators (% rate) according to certain sectors of the Aboriginal and non-Aboriginal population and province. Canada. 2011

	NATIVE IDENTITY			PNI (FIRST NATIONS + INUIT)			FIRST NATIONS			INUIT			MÉTIS			NON-NATIVE IDENTITY			TOTAL		
	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate
Newfoundland-Labrador	60,8	47,7	21,6	58,9	46,1	21,7	58,1	45,8	21,1	61,6	47,1	23,5	66,1	51,5	22,2	59,3	50,9	14,1	59,4	50,7	14,6
Prince Edward Island	66,0	54,2	17,9	68,9	56,1	17,8	69,2	56,1	18,3	57,1	57,1	0,0	67,2	54,1	19,5	68,4	60,2	12,0	68,4	60,1	12,1
Nova Scotia	62,1	52,8	15,0	59,5	49,4	16,9	59,2	48,9	17,4	69,6	65,7	5,6	68,0	60,0	11,7	63,1	56,9	9,9	63,1	56,8	10,0
New Brunswick	61,2	48,5	20,7	58,3	44,4	23,4	58,0	44,0	24,2	69,5	59,3	0,0	68,0	57,1	15,8	63,6	56,8	10,7	63,5	56,5	11,0
Québec	61,6	53,3	13,5	60,1	51,0	15,1	59,8	50,8	15,0	62,8	52,6	16,2	64,5	57,4	11,1	64,7	60,0	7,1	64,6	59,9	7,2
Ontario	61,9	53,3	13,9	59,8	50,5	15,5	59,7	50,4	15,6	65,9	58,2	11,6	66,4	59,2	10,9	65,6	60,3	8,2	65,5	60,1	8,3
Manitoba	58,1	50,0	13,8	47,0	37,1	21,0	46,9	36,9	21,1	68,8	67,5	0,0	71,6	65,8	8,1	68,8	65,2	5,2	67,3	63,1	6,2
Saskatchewan	56,3	46,8	16,9	49,6	38,7	21,8	49,6	38,7	21,8	43,3	33,3	0,0	67,2	59,8	11,0	71,1	67,8	4,6	69,2	65,1	5,9
Alberta	64,9	56,8	12,6	58,0	48,4	16,5	57,7	48,1	16,7	73,4	67,7	7,8	72,2	65,4	9,4	73,7	69,7	5,4	73,2	69,0	5,8
British Columbia	62,4	52,2	16,4	59,2	47,5	19,7	59,2	47,5	19,8	54,8	47,9	12,6	68,8	61,5	10,5	64,7	59,9	7,4	64,6	59,5	7,8
Yukon	70,1	54,2	22,7	68,6	52,6	23,0	68,7	52,6	23,5	64,0	52,0	0,0	81,9	66,1	19,2	79,2	73,9	6,7	77,3	69,7	9,8
Northwest Territories	63,0	49,0	22,2	60,6	45,4	25,2	61,0	45,1	26,1	59,4	46,4	22,2	74,2	66,1	11,0	86,6	82,9	4,3	75,3	66,8	11,4
Nunavut	57,0	43,7	23,3	56,8	43,4	23,5	75,0	75,0	0,0	56,7	43,3	23,7	87,0	78,3	10,0	92,5	89,9	2,8	63,4	52,1	17,9
Canada	61,3	52,1	15,0	56,9	46,5	18,4	56,7	46,4	18,3	60,2	48,4	19,5	68,9	61,8	10,4	66,2	61,2	7,5	66,0	60,9	7,8

Source: Statistics Canada. 2011 National Household Survey.

Table A3 Main Labour Market Indicators (N and % rate) according to certain Aboriginal and non-Aboriginal sectors of the population. Québec. 2001. 2006 and 2011.

	2001						2006						2011					
	Native identity	PNI (First Nations + Inuit)	First Nations	Inuit	Métis	TOTAL	Native identity	PNI (First Nations + Inuit)	First Nations	Inuit	Métis	TOTAL	Native identity	PNI (First Nations + Inuit)	First Nations	Inuit	Métis	TOTAL
Total population 15 years and over	55 890	41 325	35 730	5 595	12 035	5 832 345	80 910	54 860	47 980	6 880	22 305	6 184 490	108 350	69 905	61 780	8 125	33 360	6 474 590
Labour Force	32 260	23 495	20 080	3 415	7 320	3 742 485	49 200	33 125	28 770	4 355	13 880	4 015 200	66 750	42 035	36 935	5 100	21 530	4 183 450
Employed persons	26 305	18 940	16 160	2 780	6 090	3 434 265	41 525	27 805	24 310	3 495	11 880	3 735 505	57 715	35 680	31 405	4 275	19 135	3 880 420
Unemployed persons	5 960	4 565	3 925	640	1 230	308 220	7 675	5 320	4 460	860	1 995	279 695	9 030	6 350	5 525	825	2 390	303 025
Inactive persons	23 630	17 830	15 650	2 180	4 710	2 089 865	31 710	21 735	19 205	2 530	8 425	2 169 285	41 605	27 870	24 845	3 025	11 840	2 291 145
Participation rate	57.7	56.9	56.2	61.0	60.8	64.2	60.8	60.4	60.0	63.3	62.2	64.9	61.6	60.1	59.8	62.8	64.5	64.6
Employment rate	47.1	45.8	45.2	49.7	50.6	58.9	51.3	50.7	50.7	50.8	53.3	60.4	53.3	51.0	50.8	52.6	57.4	59.9
Unemployment rate	18.5	19.4	19.5	18.7	16.8	8.2	15.6	16.1	15.5	19.7	14.4	7.0	13.5	15.1	15.0	16.2	11.1	7.2

Source: Statistics Canada. 2001 and 2006 Census and 2011 National Household Survey.



**Table A4.1 Main Labour Market Indicators (N and % rate) for First Nations living on or off reserve. Québec. 2011**

	FIRST NATIONS							
	POPULATION 15 AND OVER	LABOUR FORCE	EMPLOYED PERSONS	UNEMPLOYED PERSONS	INACTIVE PERSONS	PARTICIPATION RATE	EMPLOYMENT RATE	UNEMPLOYMENT RATE
On reserve	25 865	14 025	10 815	3 210	11 840	54.2	41.8	22.9
Off reserve	35 915	22 910	20 590	2 320	13 005	63.8	57.3	10.1
TOTAL	61 780	36 935	31 405	5 525	24 845	59.8	50.8	15.0

Table A4.2 Main Labour Market Indicators (N and % rate) for Inuit living in or out of Nunavik. Québec. 2011

	POPULATION 15 YEARS AND OVER	LABOUR FORCE	EMPLOYED PERSONS	UNEMPLOYED PERSONS	INACTIVE PERSONS	PARTICIPATION RATE	EMPLOYMENT RATE	UNEMPLOYMENT RATE
Inuit Nunangat (Nunavik)	6 780	4 395	3 665	730	2 385	64.8	54.1	16.6
Inuit outside of Nunangat	1 345	705	610	95	640	52.4	45.4	13.5
TOTAL	8 125	5 100	4 275	825	3 025	62.8	52.6	16.2

Source: Statistics Canada. 2011 National Household Survey.

Table A5 Distribution (N and %) of population aged 15 years and over according to certain Aboriginal and non-Aboriginal sectors of the population and age groups, Québec. 2011

	FIRST NATION IDENTITY		FNI		FIRST NATIONS		INUIT		MÉTIS		NON-ABORIGINAL IDENTITY		TOTAL	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
15 to 24 years	23 025	21.3	16 340	23.4	13 630	22.1	2 710	33.4	5 885	17.6	952 075	15.0	975 100	15.1
15 to 19 years	12 090	11.2	8 645	12.4	7 185	11.6	1 460	18.0	3 070	9.2	476 870	7.5	488 960	7.6
20 to 24 years	10 940	10.1	7 695	11.0	6 445	10.4	1 250	15.4	2 810	8.4	475 200	7.5	486 140	7.5
25 to 64 years	73 415	67.8	46 090	65.9	41 115	66.6	4 975	61.2	24 040	72.1	4 296 715	67.5	4 370 130	67.5
25 to 34 years	18 285	16.9	12 460	17.8	10 770	17.4	1 690	20.8	5 040	15.1	999 585	15.7	1 017 870	15.7
25 to 29 years	9 440	8.7	6 405	9.2	5 510	8.9	895	11.0	2 675	8.0	479 140	7.5	488 585	7.5
30 to 34 years	8 845	8.2	6 045	8.6	5 255	8.5	790	9.7	2 370	7.1	520 445	8.2	529 290	8.2
35 to 44 years	17 700	16.3	11 740	16.8	10 290	16.7	1 450	17.8	5 300	15.9	993 980	15.6	1 011 675	15.6
45 to 54 years	21 545	19.9	12 735	18.2	11 575	18.7	1 160	14.3	7 825	23.5	1 240 655	19.5	1 262 200	19.5
55 to 64 years	15 885	14.7	9 160	13.1	8 480	13.7	680	8.4	5 875	17.6	1 062 500	16.7	1 078 385	16.7
65 to 74 years	8 515	7.9	5 195	7.4	4 880	7.9	315	3.9	2 715	8.1	669 370	10.5	677 890	10.5
75 years +	3 395	3.1	2 280	3.3	2 150	3.5	130	1.6	720	2.2	448 075	7.0	451 470	7.0
TOTAL	108 350	100.0	69 905	100.0	61 780	100.0	8 125	100.0	33 360	100.0	6 366 240	100.0	6 474 590	100.0

Source: Statistics Canada. 2011 National Household Survey.





Table A6 Main Labour Market Indicators (N and % rate) for Aboriginal and non-Aboriginal persons according to age. Québec. 2011

	NATIVE IDENTITY			PNI			FIRST NATIONS			INUIT			MÉTIS			NON-NATIVE IDENTITY			TOTAL		
	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate
15 to 24 years	51.6	40.9	20.8	47.8	36.7	23.3	46.8	35.7	23.8	52.8	41.7	21.0	60.7	50.9	16.0	61.2	53.4	12.6	60.9	53.1	12.8
15 to 19 years	36.2	27.7	23.5	32.6	24.1	26.1	31.2	22.8	27.2	39.4	30.8	21.7	45.4	37.0	18.6	44.6	37.6	15.7	44.4	37.4	15.8
20 to 24 years	68.7	55.5	19.2	64.9	50.7	21.5	64.2	50.0	21.8	68.8	54.0	20.3	77.4	66.2	14.5	77.7	69.3	10.9	77.5	69.0	11.1
25 to 64 years	72.7	64.1	11.8	72.3	62.9	13.0	72.2	63.0	12.8	72.6	62.1	14.3	72.9	65.5	10.2	79.5	74.6	6.1	79.4	74.5	6.2
25 to 34 years	77.1	67.2	12.9	74.0	62.2	15.8	74.4	62.8	15.5	71.3	58.9	17.4	83.4	77.0	7.7	86.5	80.8	6.6	86.3	80.6	6.7
25 to 29 years	75.5	65.6	13.1	71.8	60.0	16.5	72.1	60.3	16.1	70.4	57.5	19.0	82.6	76.1	7.9	85.5	79.5	7.1	85.3	79.2	7.2
30 to 34 years	78.9	68.8	12.7	76.2	64.7	15.1	76.8	65.3	15.0	72.2	60.8	15.8	84.2	77.8	7.8	87.4	82.0	6.1	87.2	81.8	6.2
35 to 44 years	80.2	70.9	11.6	78.1	68.4	12.4	78.2	68.7	12.2	76.9	65.9	13.9	84.4	75.8	10.2	88.2	83.0	5.8	88.0	82.8	5.9
45 to 54 years	76.8	68.4	11.0	77.2	68.4	11.5	77.4	68.5	11.4	75.9	67.2	11.9	75.8	67.9	10.5	85.9	81.2	5.4	85.7	81.0	5.5
55 to 64 years	53.7	47.3	11.9	55.6	49.0	11.8	55.2	48.7	11.7	60.3	52.2	12.2	49.6	43.1	13.0	57.3	53.2	7.0	57.2	53.2	7.1
65 to 74 years	15.3	12.9	15.8	15.2	12.0	20.3	15.1	11.8	21.8	17.5	15.9	0.0	14.7	13.8	7.5	15.4	14.2	8.4	15.4	14.1	8.5
75 years +	5.3	3.8	27.8	6.1	3.7	32.1	6.0	4.0	34.6	7.7	0.0	0.0	4.2	3.5	0.0	3.6	2.9	19.5	3.6	2.9	19.7
TOTAL	61.6	53.3	13.5	60.1	51.0	15.1	59.8	50.8	15.0	62.8	52.6	16.2	64.5	57.4	11.1	64.7	60.0	7.1	64.6	59.9	7.2

Source: Statistics Canada. 2011 National Household Survey.

Table A7.1 Distribution (N and %) of population aged 15 years and over according to certain Aboriginal and non-Aboriginal sectors of the population, and gender, Québec. 2011

	NATIVE IDENTITY				FNI				FIRST NATIONS				INUIT				MÉTIS				NON-NATIVE IDENTITY				TOTAL			
	Population 15 years and over		Labour Force		Population 15 years and over		Labour Force		Population 15 years and over		Labour Force		Population 15 years and over		Labour Force		Population 15 years and over		Labour Force		Population 15 years and over		Labour Force		Population 15 years and over		Labour Force	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Males	52 735	48.7	33 770	50.6	33 205	47.5	20 580	49.0	29 195	47.3	18 030	48.8	4 010	49.4	2 550	50.0	17 395	52.1	11 730	54.5	3 117 900	49.0	2 154 785	52.3	3 170 640	49.0	2 188 560	52.3
Females	55 610	51.3	32 975	49.4	36 705	52.5	21 455	51.0	32 585	52.7	18 900	51.2	4 120	50.7	2 555	50.1	15 965	47.9	9 800	45.5	3 248 340	51.0	1 961 905	47.7	3 303 955	51.0	1 994 885	47.7
TOTAL	108 350	100.0	66 750	100.0	69 905	100.0	42 035	100.0	61 780	100.0	36 935	100.0	8 125	100.0	5 100	100.0	33 360	100.0	21 530	100.0	6 366 240	100.0	4 116 700	100.0	6 474 590	100.0	4 183 450	100.0

Source: Statistics Canada. 2011 National Household Survey.

Table A7.2 Main Labour Market Indicators (N and % rate) for Aboriginal and non-Aboriginals according to gender, Québec. 2011

	NATIVE IDENTITY			PNI			FIRST NATIONS			INUIT			MÉTIS			NON-NATIVE IDENTITY			TOTAL		
	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Males	64.0	54.0	15.7	62.0	50.9	17.9	61.8	50.8	17.7	63.6	51.5	19.0	67.4	59.0	12.4	69.1	63.7	7.8	69.0	63.5	7.9
Females	59.3	52.6	11.3	58.5	51.2	12.5	58.0	50.9	12.4	62.0	53.8	13.3	61.4	55.6	9.4	60.4	56.5	6.4	60.4	56.5	6.5
TOTAL	61.6	53.3	13.5	60.1	51.0	15.1	59.8	50.8	15.0	62.8	52.6	16.2	64.5	57.4	11.1	64.7	60.0	7.1	64.6	59.9	7.2

Source: Statistics Canada. 2011 National Household Survey.





Table A8 Distribution (N and %) of population 15 years and over according to certain Aboriginal and non-Aboriginal sectors of the population and levels of educational attainment, Québec. 2011

	NATIVE IDENTITY		FNI		FIRST NATIONS		INUIT		MÉTIS		NON-NATIVE IDENTITY		TOTAL	
	Population 15 years and over		Population 15 years and over		Population 15 years and over		Population 15 years and over		Population 15 years and over		Population 15 years and over		Population 15 years and over	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
No certificate, diploma or degree	40 880	37.7	30 335	43.4	25 085	40.6	5 250	64.6	9 390	28.1	13 95 145	21.9	1 436 025	22.2
High school diploma or equivalent	19 665	18.1	12 200	17.5	10 890	17.6	1 310	16.1	6 445	19.3	13 85 095	21.8	1 404 755	21.7
Post-secondary certificate, diploma or degree	47 810	44.1	27 375	39.2	25 805	41.8	1 570	19.3	17 530	52.5	35 86 000	56.3	3 633 815	56.1
Apprenticeship certificate or diploma from a trade school	21 330	19.7	12 195	17.4	11 250	18.2	945	11.6	7 885	23.6	10 28 140	16.1	1 049 475	16.2
Certificate or diploma from a trade school (excluding apprenticeship)	14 810	13.7	8 510	12.2	7 980	12.9	530	6.5	5 365	16.1	735 665	11.6	750 480	11.6
Apprenticeship Certificate	6 520	6.0	3 680	5.3	3 265	5.3	415	5.1	2 520	7.6	292 475	4.6	298 995	4.6
Certificate or diploma from a college, CEGEP or other non-university establishment	14 575	13.5	8 660	12.4	8 270	13.4	390	4.8	5 175	15.5	1 061 280	16.7	1 075 855	16.6
University certificate or diploma (not a bachelor)	3 600	3.3	2 115	3.0	2 020	3.3	95	1.2	1 325	4.0	301 735	4.7	305 335	4.7
Bachelor's Certificate, Diploma or Degree or higher	8 305	7.7	4 405	6.3	4 265	6.9	140	1.7	3 145	9.4	1 194 845	18.8	1 203 155	18.6
Bachelor's Degree	5 700	5.3	3 120	4.5	3 000	4.9	120	1.5	2 135	6.4	760 395	11.9	766 095	11.8
Certificate or Degree higher than a Bachelor's degree	975	0.9	555	0.8	540	0.9	15	0.2	295	0.9	125 590	2.0	126 560	2.0
Degree in Medicine, Dentistry, Veterinary medicine or Optometry	140	0.1	35	0.1	35	0.1	0	0.0	95	0.3	32 220	0.5	32 365	0.5
Master's Degree	1 325	1.2	625	0.9	625	1.0	0	0.0	560	1.7	229 495	3.6	230 820	3.6
Doctorat Degree	160	0.1	70	0.1	70	0.1	0	0.0	55	0.2	47 145	0.7	47 310	0.7
TOTAL	108 350	100.0	69 900	100.0	61 775	100.0	8 125	100.0	33 360	100.0	6 366 240	100.0	6 474 590	100.0

Source: Statistics Canada. 2011 National Household Survey.

Table A9 Main Labour Market Indicators (% rate) for Aboriginals and non-Aboriginals according to levels of educational attainment. Québec. 2011

	NATIVE IDENTITY			PNI			FIRST NATIONS			INUIT			MÉTIS			NON-NATIVE IDENTITY			TOTAL		
	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
No certificate, diploma or degree	42.0	32.9	21.5	42.0	32.3	23.1	39.4	29.9	24.2	54.1	43.6	19.2	42.3	34.9	17.6	37.7	32.7	13.2	37.8	32.7	13.5
High school diploma or equivalent	65.1	56.5	13.2	66.0	56.7	14.2	65.3	55.9	14.3	72.1	63.0	12.7	65.2	57.7	11.4	60.9	55.9	8.1	60.9	55.9	8.2
Post-secondary certificate, diploma or degree	76.9	69.3	9.9	77.6	69.3	10.7	77.3	69.1	10.6	83.8	73.6	12.2	76.2	69.3	9.1	76.6	72.3	5.7	76.6	72.2	5.7
Apprenticeship certificate or diploma from a trade school	74.1	64.2	13.3	74.9	64.0	14.7	74.2	63.3	14.7	84.1	72.0	15.1	72.6	63.8	12.1	75.2	69.8	7.2	75.2	69.7	7.4
Certificate or diploma from a trade school (excluding apprenticeship)	74.2	64.3	13.4	75.6	64.1	15.2	75.0	63.5	15.3	84.9	72.6	14.4	72.2	63.8	11.6	75.9	70.8	6.7	75.9	70.7	6.8
Apprenticeship Certificate	73.6	63.8	13.3	73.6	63.6	13.3	72.4	62.8	13.1	83.1	69.9	14.5	73.4	63.7	13.2	73.6	67.2	8.6	73.6	67.2	8.7
Certificate or diploma from a college, CEGEP or other non-university establishment	79.7	73.2	8.1	79.2	72.6	8.4	78.9	72.4	8.4	85.9	78.2	9.0	81.0	74.5	7.9	77.5	73.4	5.2	77.5	73.4	5.3
University certificate or diploma (not a bachelor)	73.5	66.4	9.6	75.7	67.8	10.0	75.2	67.3	10.5	84.2	78.9	0.0	70.6	64.2	9.6	67.4	63.5	5.8	67.5	63.5	5.8
Bachelor's Certificate, Diploma or Degree or higher	81.0	76.8	5.1	82.7	78.3	4.9	83.0	78.7	5.1	75.0	67.9	0.0	79.5	76.5	4.0	79.4	75.6	4.8	79.4	75.6	4.8
Bachelor's Degree	82.3	77.4	6.0	84.3	79.3	5.7	84.7	79.8	5.9	75.0	66.7	0.0	80.1	76.8	3.8	80.3	76.5	4.7	80.3	76.5	4.7
Certificate or Degree higher than a Bachelor's degree	79.0	74.9	4.5	80.2	73.9	4.5	80.6	75.9	4.6	66.7	0.0	0.0	83.1	78.0	6.1	74.8	70.7	5.6	74.9	70.7	5.6
Degree in Medicine, Dentistry, Veterinary medicine or Optometry	89.3	85.7	0.0	85.7	85.7	0.0	85.7	85.7	0.0	0.0	0.0	0.0	89.5	84.2	0.0	80.7	78.4	2.8	80.7	78.5	2.8
Master's Degree	77.7	76.2	1.9	78.4	76.0	3.1	78.4	76.0	3.1	0.0	0.0	0.0	75.0	73.2	0.0	79.1	75.1	5.1	79.1	75.1	5.1
Doctorat Degree	68.8	65.6	0.0	71.4	64.3	0.0	71.4	64.3	0.0	0.0	0.0	0.0	81.8	72.7	0.0	78.1	74.7	4.3	78.0	74.7	4.3
TOTAL	61.6	53.3	13.5	60.1	51.0	15.1	59.8	50.8	15.0	62.8	52.6	16.3	64.5	57.4	11.1	64.7	60.0	7.1	64.6	59.9	7.2

Source: Statistics Canada. 2011 National Household Survey.




Table A10 Distribution (N and %) of the Aboriginal and Non-Aboriginal Labour Force according to business sector. Québec. 2011

ECONOMIC BUSINESS SECTOR	ABORIGINALS		NON-ABORIGINALS		TOTAL	
	N	%	N	%	N	%
11 Agriculture, forestry, hunting and fishing	1 755	2.7	73 500	1.9	75 255	1.9
21 Mining, quarrying, and oil and gas extraction	670	1.0	18 710	0.5	19 380	0.5
22 Public services	700	1.1	32 115	0.8	32 815	0.8
23 Construction	4 590	7.2	213 770	5.6	218 360	5.6
31-33 Manufacturing	4 695	7.3	445 975	11.7	450 670	11.6
41 Wholesale	1 480	2.3	160 595	4.2	162 075	4.2
44-45 Retail	6 970	10.9	468 205	12.3	475 175	12.2
48-49 Transportation and storage	2 580	4.0	170 670	4.5	173 250	4.5
51 Information and cultural industry	1 020	1.6	93 200	2.4	94 220	2.4
52 Finance and insurances	1 185	1.8	154 250	4.0	155 435	4.0
53 Real estate and rental and leasing services	755	1.2	57 985	1.5	58 740	1.5
54 Professional, scientific and technical services	2 050	3.2	268 690	7.0	270 740	7.0
55 Management of companies and enterprises	75	0.1	3 690	0.1	3 765	0.1
56 Administrative services, support services, waste management and sanitation services	2 500	3.9	141 050	3.7	143 550	3.7
61 Teaching	4 375	6.8	287 690	7.5	292 065	7.5
62 Health care and social services	8 830	13.8	475 390	12.5	484 220	12.5
71 Arts, entertainment and leisure	1 375	2.1	68 500	1.8	69 875	1.8
72 Accommodations and food services	4 220	6.6	229 950	6.0	234 170	6.0
81 Other services (excluding government agencies)	2 745	4.3	178 165	4.7	180 910	4.7
91 Government agencies	11 520	18.0	2 742 40	7.2	285 760	7.4
ALL INDUSTRIES	64 075	100.0	3 816 350	100.0	3 880 425	100.0

Source: Statistics Canada. 2011 National Household Survey.

Table A11.1 Distribution (N and %) of the Labour Force or employed according to Aboriginal identity and types of skills. Québec. 2011

TYPES OF SKILLS	ABORIGINAL IDENTITY		TOTAL	
	N	%	N	%
0 Management	4 975	7.8	401 430	10.3
1 Business, finance and administration	9 940	15.5	661 605	17.0
2 Natural and applied sciences and related field	2 805	4.4	276 555	7.1
3 Health field	3 295	5.1	263 430	6.8
4 Teaching, law, social, community or government services	9 395	14.7	466 000	12.0
5 Arts, culture, sports and leisure	1 855	2.9	115 360	3.0
6 Sales and services	15 975	24.9	908 595	23.4
7 Trades, transportation, machinery and related fields	11 310	17.6	529 240	13.6
8 Natural resources, agriculture and related production	1 935	3.0	55 495	1.4
9 Manufacturing and public utility services	2 595	4.0	202 710	5.2
All professions	64 080 ¹	100.0	3 880 420 ²	100.0
Profession - undefined	2 670			
Total labour force aged 15 years and over	66 750			

Source: Statistics Canada. 2011 National Household Survey.

1. Labour Force
2. Employed population





Table A11.2 Distribution (N and %) of employed FNI, First Nations, Inuit, Métis aged 15 years and over, of the population aged 15 and over and according to skills level, Québec. 2011

SKILLS LEVEL	ABORIGINAL IDENTITY		FNI		FIRST NATIONS		INUIT		MÉTIS		NON-ABORIGINAL IDENTITY		TOTAL LABOUR FORCE AGED 15 YEARS AND OVER	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
A Management	4 695	8.1	2 940	8.2	2 610	8.3	330	7.7	1 465	7.7	396 735	10.4	401 430	10.3
A Professionals	7 205	12.5	4 285	12.0	3 740	11.9	545	12.7	2 530	13.2	694 205	18.2	701 410	18.1
B College or Apprenticeship training	20 405	35.4	12 690	35.6	11 450	36.5	1 240	29.0	6 680	34.9	1 253 240	32.8	1 273 640	32.8
C High School or specific training	17 080	29.6	10 325	28.9	9 100	29.0	1 225	28.7	5 885	30.7	1 051 750	27.5	1 068 835	27.5
D On-the-job training	8 320	14.4	5 445	15.3	4 510	14.4	935	21.9	2 580	13.5	426 780	11.2	435 105	11.2
All levels	57 705	100.0	35 685	100.0	31 410	100.0	4 275	100.0	19 140	100.0	3 822 710	100.0	3 880 420	100.0

Source: Statistics Canada. 2011 National Household Survey.

Table A12 Distribution of the employed according to certain Aboriginal and non-Aboriginal sectors of the population and annual working time, N and average income. Québec. 2010

POPULATION WITH INCOME (N)	Aboriginal identity	70 400	
	FNI	45 135	
	First Nations	39 100	
	Inuit	6 035	
	Métis	22 015	
	Non-Aboriginal identity	4 287 420	
	TOTAL	4 357 820	
EMPLOYED FULL TIME YEAR ROUND (N)	Aboriginal identity	30 615	43.5
	FNI	19 665	43.6
	First Nations	17 580	45.0
	Inuit	2 085	34.5
	Métis	9 605	43.6
	Non-Aboriginal identity	2 104 210	49.1
	TOTAL	2 134 830	49.0
AVERAGE PART TIME INCOME (\$)	Aboriginal identity	44 055	87.9
	FNI	43 385	86.5
	First Nations	43 115	86.0
	Inuit	45 658	91.1
	Métis	45 242	90.2
	Non-Aboriginal identity	50 222	100.2
	TOTAL	50 134	100.0
ALL OTHERS (N)	Aboriginal identity	39 785	
	FNI	25 470	
	First Nations	21 520	
	Inuit	3 950	
	Métis	12 410	
	Non-Aboriginal identity	2 183 205	
	TOTAL	2 222 995	
AVERAGE INCOME, PART TIME OR SEASONAL (\$)	Aboriginal identity	20 194	82.9
	FNI	18 817	77.2
	First Nations	19 019	78.1
	Inuit	17 719	72.7
	Métis	22 497	92.3
	Non-Aboriginal identity	24 443	100.3
	TOTAL	24 367	100.0

Source: Statistics Canada. 2011 National Household Survey.





Table A13 Distribution (N) of population according to certain Aboriginal and non-Aboriginal sectors of the population and income bracket. Québec. 2010

	ABORIGINAL IDENTITY	FNI	FIRST NATIONS	INUIT	MÉTIS	NON-ABORIGINAL IDENTITY	TOTAL
With income (N)	101 280	65 015	57 360	7 655	31 400	60 821 20	6 183 400
Under 2 000 \$ (N)	7 560	5 475	4 750	725	1 835	307 095	314 655
\$2 000 to \$4 999 (N)	4 155	3 005	2 520	485	1 015	193 020	197 180
\$5 000 to 6 999 (N)	3 795	2 610	2 260	350	1 080	166 885	170 680
\$7 000 to 9 999 (N)	7 255	4 525	3 975	550	2 425	315 825	323 080
\$10 000 to 11 999 (N)	5 715	3 605	3 255	350	1 915	279 790	285 505
\$12 000 to 14 999 (N)	6 870	4 645	4 075	570	1 905	359 370	366 240
\$15 000 to 19 999 (N)	11 360	7 300	6 525	775	3 375	646 415	657 775
\$20 000 to 24 999 (N)	8 425	5 450	4 845	605	2 555	491 580	500 005
\$25 000 to 29 999 (N)	6 675	4 420	3 975	445	1 965	434 945	441 625
\$30 000 to 34 999 (N)	7 160	4 295	3 840	455	2 430	436 240	443 405
\$35 000 to 39 999 (N)	6 020	3 740	3 355	385	2 025	416 865	422 890
\$40 000 to 44 999 (N)	4 885	3 060	2 720	340	1 535	351 130	356 015
\$45 000 to 49 999 (N)	3 930	2 375	2 125	250	1 315	293 460	297 390
\$50 000 to 59 999 (N)	6 045	3 720	3 285	435	2 035	443 150	44 9185
\$60 000 to 69 999 (N)	4 085	2 510	2 245	265	1 365	297 035	301 120
\$70 000 to 79 999 (N)	2 620	1 600	1 345	255	855	212 080	214 700
\$80 000 + (N)	4 720	2 700	2 270	430	1 775	437 240	441 955
Total median income (\$)	22 239		21 410	20 187	24 218	28 199	28 099
Total average income (\$)	29 526	28 380	28 335	28 715	31 474	36 466	36 352
No income (N)	7 075	4 885	4 420	465	1 965	284 120	291 190
TOTAL (N)	108 355	69 905	61 780	8 125	33 360	6 366 240	6 474 590

Source: Statistics Canada. 2011 National Household Survey.

Table A14 Trends in Labour Market Indicators according to Aboriginal identity. Québec. 2007 to 2015

		2007	2008	2009	2010	2011	2012	2013	2014	2015	2007 TO 2015		
											Total variation (%)	Annual variation (%)	Total variation (N or percentage points)
POPULATION	TOTAL	6 302.7	6 382.3	6 467	6 554.4	6 631.7	6 699.5	6 755.4	6 802.2	6 843.4	8.6	1.0	540.7
	Non-Aboriginal	6 239.9	6 314.7	6 394.5	6 477.1	6 550.1	6 615.2	6 668.4	6 712.4	6 750.9	8.2	1.0	511
	Aboriginal	62.8	67.6	72.5	77.3	81.7	84.3	87	89.8	92.4	47.1	4.9	29.6
	First Nations	28.8	31	33.1	35.3	37.2	38.4	39.7	41	ND			
LABOUR FORCE	TOTAL	4 137.5	4 184.5	4 214.7	4 276.3	4 310.4	4 336.7	4 390.2	4 397.6	4 429.6	7.1	0.9	292.1
	Non-Aboriginal	4 103.9	4 143.2	4 169.5	4 235.1	4 266.9	4 288.2	4 338.9	4 345	4 380.4	6.7	0.8	276.5
	Aboriginal	33.6	41.3	45.2	41.2	43.6	48.5	51.3	52.6	49.2	46.4	4.9	15.6
	First Nations	13.9	17.1	22.1	18.3	21.5	20.4	21.4	24	ND			
EMPLOYMENT	TOTAL	3 836.4	3 881.2	3 852.2	3 931.5	3 970.5	3 999.1	4 056.9	4 057	4 092	6.7	0.8	255.6
	Non-Aboriginal	3 807.4	3 844.5	3 811.9	3 896.6	3 931.4	3 958.3	4 011.5	4 010.4	4 048.8	6.3	0.8	241.4
	Aboriginal	29.1	36.7	40.4	34.9	39.1	40.8	45.4	46.6	43.2	48.5	5.1	14.1
	First Nations	12	14.6	19.6	15.6	19.4	16.4	19.2	21.7	ND			
UNEMPLOYMENT RATE	TOTAL	7.3	7.2	8.6	8.1	7.9	7.8	7.6	7.7	7.6	—	—	0.3
	Non-Aboriginal	7.2	7.2	8.6	8.0	7.9	7.7	7.5	7.7	7.6	—	—	0.4
	Aboriginal	13.4	11.2	10.8	15.2	10.4	16.0	11.5	11.5	12.2	—	—	-1.2
	First Nations	13.7	14.3	11.4	15	X	19.6	10.5	9.5	ND	—	—	
PARTICIPATION RATE	TOTAL	65.6	65.6	65.2	65.2	65	64.7	65	64.7	64.7	—	—	-0.9
	Non-Aboriginal	65.8	65.6	65.2	65.4	65.1	64.8	65.1	64.7	64.9	—	—	-0.9
	Aboriginal	53.5	61	62.4	53.3	53.4	57.6	58.9	58.6	53.2	—	—	-0.3
	First Nations	48.2	55.1	66.8	51.9	57.8	53.2	54	58.4	ND	—	—	
EMPLOYMENT RATE	TOTAL	60.9	60.8	59.6	60	59.9	59.7	60.1	59.6	59.8	—	—	-1.1
	Non-Aboriginal	61.0	60.9	59.6	60.2	60.0	59.8	60.2	59.7	60.0	—	—	-1
	Aboriginal	46.3	54.2	55.7	45.2	47.8	48.4	52.1	51.9	46.7	—	—	0.4
	First Nations	41.6	47.2	59.1	44.1	52.2	42.8	48.3	52.9	ND	—	—	





Table A15 Distribution (N and %) of population according to Aboriginal identity and region. Québec. 2011

	ABORIGINAL IDENTITY	% OF QUÉBEC	% IN THE RÉGION	FNI	% OF QUÉBEC	% IN THE REGION	FIRST NATIONS	INUIT	MÉTIS	NON-NATIVE IDENTITY	% OF QUÉBEC	TOTAL POPULATION	% OF QUÉBEC
Lower Saint-Lawrence	2 160	1.5	1.1	1 025	1.1	0.5	1 025	0	975	190 300	2.5	192 460	
Saguenay-Lac-Saint-Jean	10 035	7.1	3.7	4 345	4.6	1.6	4 325	20	5 215	258 065	3.4	268 110	3.5
National Capital	6 325	4.5	0.9	3 360	3.5	0.5	3 260	100	2 460	675 805	8.9	682 120	8.8
The Mauricie	6 725	4.7	2.6	5 060	5.3	2.0	5 060	0	1 340	248 760	3.3	255 495	3.3
Estrie	2 960	2.1	1.0	1 755	1.8	0.6	1 745	10	915	299 840	4.0	302 810	3.9
Montréal	10 505	7.4	0.6	6 115	6.4	0.3	5 550	565	3 500	1 833 990	24.2	1 844 500	23.9
Outaouais	18 015	12.7	4.9	8 080	8.5	2.2	7 970	110	9 170	346 155	4.6	364 165	4.7
Abitibi-Témiscamingue	6 920	4.9	4.9	5 135	5.4	3.6	5 115	20	1 605	135 655	1.8	142 580	1.8
North Shore	13 385	9.4	14.4	10 425	11.0	11.2	10 235	190	2 760	79 605	1.0	92 980	1.2
Northern Québec	27 205	19.2	64.2	26 685	28.1	63.0	15 825	10 860	320	15 185	0.2	42 390	0.5
Gaspésie-Îles -de-la-Madeleine	5 190	3.7	5.6	2 945	3.1	3.2	2 930	15	2 095	86 745	1.1	91 955	1.2
Chaudière-Appalaches	2 865	2.0	0.7	1 380	1.5	0.3	1 380	0	1 135	397 895	5.2	400 760	5.2
Laval	2 330	1.6	0.6	1 325	1.4	0.3	1 265	60	820	390 395	5.1	392 720	5.1
Lanaudière	5 985	4.2	1.3	4 350	4.6	0.9	4 350	0	1 325	459 005	6.0	464 975	6.0
Laurentides	7 060	5.0	1.3	3 780	4.0	0.7	3 695	85	2 895	542 525	7.1	549 585	7.1
Montérégie	12 205	8.6	0.9	7 690	8.1	0.5	7 450	240	3 820	1 405 275	18.5	1 417 480	18.3
Centre-du-Québec	2 015	1.4	0.9	1 295	1.4	0.6	1 295	0	570	225 425	3.0	227 435	2.9
TOTAL	141 915	100.0	1.8	94 995	100.0	1.2	82 425	12 570	40 960	7 590 605	100.0	7 732 520	100.0

Source: Statistics Canada. 2011 National Household Survey.

Table A16 Main Labour Market Indicators according to Aboriginal identity and region. Québec. 2011

	ABORIGINALS			NON-ABORIGINALS			GENERAL POPULATION		
	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate
Lower Saint-Lawrence	59.1	53.1	11.3	59.6	54.4	8.8	59.6	54.4	8.8
Saguenay-Lac-Saint-Jean	59.5	50.8	14.5	60.8	55.8	8.3	60.7	55.6	8.5
National Capital	69.6	64.5	7.2	65.7	62.5	4.9	65.7	62.5	4.9
The Mauricie	52.9	43.1	18.2	57.6	53.0	8.1	57.5	52.7	8.3
Estrie	60.8	53.5	11.5	62.0	58.2	6.1	61.9	58.1	6.2
Montréal	63.2	56.6	10.5	63.3	57.1	9.7	63.3	57.1	9.7
Outaouais	66.9	59.3	11.3	67.9	63.6	6.3	67.8	63.4	6.5
Abitibi-Témiscamingue	57.1	45.7	18.7	64.2	59.4	7.5	64.0	58.9	7.9
North Shore	52.7	40.6	23.0	64.5	59.5	7.7	63.0	57.1	9.3
Northern Québec	61.5	52.0	15.6	72.5	65.7	9.4	66.1	57.6	12.8
Gaspésie-Îles -de-la-Madeleine	61.4	46.5	24.4	53.6	45.3	15.5	54.0	45.3	16.0
Chaudière-Appalaches	61.6	53.1	13.7	66.7	63.6	4.6	66.7	63.6	4.6
Laval	67.9	63.6	5.9	66.5	62.0	6.8	66.5	62.0	6.8
Lanaudière	58.2	50.5	14.1	66.0	61.8	6.3	65.9	61.7	6.3
Laurentides	63.6	57.1	9.8	66.4	62.0	6.7	66.3	61.9	6.7
Montérégie	66.6	61.8	6.0	67.2	63.3	5.8	67.2	63.3	5.8
Centre-du-Québec	58.1	54.3	7.3	64.1	59.9	6.6	64.0	59.8	6.6
TOTAL	61.7	53.3	13.3	64.7	60.0	7.1	64.6	59.9	7.2

Source: Statistics Canada. 2011 National Household Survey.





The friendship bracelets came from the First Nations and they were offered as a sign of friendship.

Dominique Normand, Métis artist Malecite's source



Commission
des partenaires
du marché du travail

Québec 