



FNILMAC

First Nations and Inuit Labour Market Advisory Committee

Portrait of First Nations and Inuit

In the

Quebec Labour Market

Final Report

Monsieur Régent Chamard, economist

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du marché du travail*
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Glossary

The labour market activity

Each member of the population 15 years of age or over is classified under a category of either: employed, unemployed or inactive. Those who were interviewed, during the reference week, who have provided services (regardless of quantity) are classified as employed persons. Those who demonstrate that they have offered their services (regardless of quantity) are classified as unemployed persons. The rest of the population, that is to say those who have not supplied or offered their services are classified as inactive.

Labour market activity of people aged 15 years and over: individuals surveyed are identified or classified in the categories as "employed", "unemployed" or "inactive". The active population includes the employed and the unemployed.

Employment: Employed persons are those who, during the reference week did work for pay or profit, or had a job but were not at work.

Unemployment: Unemployed persons are those who, during the reference week, were available for work and were on temporary layoff, had looked for work in the past four weeks or had a job in the next four weeks.

Activity Rate: The percentage of the total active population compared to the total population 15 years and over. The activity rate participation for a particular group (e.g. women aged 25 years and over) corresponds to the percentage of the active population in this group compared to the group's total workforce.

Unemployment rate: Number of unemployed persons expressed as a percentage of the active population. The unemployment rate for a particular group (age, gender, marital status, etc.) corresponds to the number of unemployed persons in this group expressed in percentage of assets in this group also.

Employment rate: (employment-population ratio) Number of employed persons expressed in percentage of the population 15 years and over. The employment rate for a particular group (age, gender, marital status, province, etc...) corresponds to the

number of employed persons in that group expressed in percentage of the assets in that group also.

Rural areas are regions that remain after the delineation of urban areas, which were defined using census population data. Overall, urban and rural areas cover all the territory. In rural areas, the population density and living conditions can vary considerably. Rural areas include:

- Small towns, villages and other communities with less than 1,000 inhabitants according to the census;
- Rural fringes of census metropolitan areas and census agglomerations that may contain estate lots, farmland, undeveloped land and the land on which it is impossible to build;
- Farmland;
- Remote areas and natural reserves.

An urban area has a minimum population concentration of at least 1000 inhabitants and a population density of at least 400 persons per square kilometer, according to the census population charts. All territory outside urban areas is considered rural.

Once an urban area population reached 10,000 people, it can become the urban core of a census agglomeration (CA). Once the population of an urban area reached 50,000 inhabitants and it is the urban core of a census agglomeration with a population of at least 100,000 people, it can become the urban core census of metropolitan area (CMA).

A census metropolitan area (CMA) or a census agglomeration (CA) is formed of one or more adjacent municipalities centered on a large urban area (known as the urban core). A CMA must have a population of at least 100,000 inhabitants and the urban core of at least 50,000 inhabitants. The census agglomeration must have an urban core of at least 10,000 inhabitants. To be included in the CMA or CA, other adjacent municipalities must have a high degree of integration with the central urban area, as measured by commuting flows derived from census data on place of work.

Sources: Statistics Canada, 2006 Census Dictionary, 2010, 623 p.
Statistics Canada, Guide to the Labour Force Survey, 2012, 80 p.

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Introduction

The First Nations and Inuit (FNI) labour market advisory council (FNILMAC), whose creation was approved by the “*Commission des partenaires du marché du travail*” *Partners on the Labour Market* in February 2010, is the preferred partner to promote the interests of those customers away from the labour market and to support, through their opinions and proposals, integration, reinstatement or continued employment of these individuals. The committee may propose new courses of action, strategies, various initiatives in the areas of labour and employment experience or to establish and propose sub-groups requiring priority assistance from public employment services through their problems.

The Committee, in response to this mandate, decided to conduct this study on Aboriginals in the labour market in Quebec. This will eventually be used to develop a strategy to address the issues identified and to help remove barriers that make it difficult for FNI to integrate the labour market.

This analysis will focus on labour market key indicators, such as activity rates, employment and unemployment rates, while comparing those with FNI and those of the general population. After reporting data sources and studies used, definitions and concepts that underlie this work, the first part presents the situation in Quebec in the Canadian context. The following section addresses in more detail the Quebec market. The socio-economic aspects related to FNI, such as age, sex, education, language and region of residence are taken into account, which helps identify certain specific issues. Their participation in the labour market is analyzed and this section highlights their concentration in different occupations and sectors of economic activity. In order to identify the quality of participation factors such as hours of work, as measured by the

type of job held (full-time, year-round, or other) and annual income from employment are taken into account.

As statistics are produced from the available data, information sources have limitations, especially statistical, since the number of people involved quickly becomes limited when the analysis is refined at the regional level by distinguishing categories or groups of persons. Given these data limitations, interregional comparisons are proposed and areas where FNI concentrations are high, the data retrieved is subject to further investigation.

As the data was taken from the 2006 Canadian Census, special efforts have been made to add a temporal perspective to the information collected. Sometimes, the use of previous census reports, such as 1996 and 2001, can trace some historical evolution. Added to this, update information with the *Labour Force Survey (l'Enquête sur la population active)* showing certain trends between 2007 and 2011.

Sources, definitions and concepts

Multiple data files on Aboriginal Peoples from 2006 are available on the Statistics Canada Web site¹. Using published information, it is possible to obtain a fairly accurate picture of the population, both in terms of socio-economic characteristics and of their participation in the labour market. Further information is also extracted from tabulations made from the 2006 census. 2011 Census data are not yet available regarding aboriginal peoples². A comment is necessary on census data. At the national level, an undercount in reserves due to the fact that the census could not be completed from a number of reservations (22 in 2006, 30 in 2001 and 77 in 1996). This is why some caution is required regarding data, especially when it comes to Indian reserves.

In 2006, the Canadian census has not yielded information on seven reserves in Quebec³. Statistics Canada estimates that the total population residing on reserve is 16,600, which could represent nearly 12 000 people aged 15 and over. The Montérégie region (Kahnawake / 9896 with 7635 residents by the Canadian registry and the Quebec portion of Akwesasne / 5386 with 5292 residents) would be most affected by under count.

The Laurentides (Kanesatake / 2064 with 1369 residents and Doncaster / 4), the Capitale-Nationale (Wendake / 3040 with 1328 residents), Gaspésie-Îles-de-la-Madeleine (Gesgapegiac / 1324 including 642 residents) and Outaouais region (Lac-Rapide / 667 with 549 residents) are other areas affected by under count.

¹<http://www12.statcan.gc.ca/census-recensement/2006/rt-td/ap-pa-fra.cfm>

Apart from information on Aboriginal languages published in October 2012.

² <http://www12.statcan.gc.ca/census-recensement/2011/dp-pd/hlt-fst/lang/?Lang=F>

³See the website of Statistics Canada, <http://www12.statcan.ca/census-recensement/2006/ref/notes/aboriginal-autochtones-fra.cfm>

In recent years, another source of data used although with limitations, Statistics Canada made public information regarding aboriginal peoples and the *Labour Force Survey*. But the survey excludes people living on reserves and the people who live in very remote areas, such as the Inuit. It focuses on a limited number of observations, which causes discrepancies in the statistical interpretation, especially when our interest is mainly in Quebec. Three aboriginal groups are investigated, namely Indian, Métis and Inuit. In the latter case the estimates remain unreliable because the Territories and Yukon are excluded. *Apart from this source, recent data relating to Aboriginal labour market are virtually nonexistent.*

The Aboriginal universe can be identified in different ways. The one used in this document is glued to the one of the Committee (FNILMAC) or First Nations and Inuit. Moreover, it is the government's position, as presented by the “*Secrétariat des Affaires Autochtone (SAA)*”:

In Quebec, the term Métis is not used to designate non registered - or non status Indian. To this day, the Quebec Government does not recognize the presence of historic Métis communities on its territory within the interpretation of the judgment of the Supreme Court of Canada in the Pawley case ... In Quebec; the term Aboriginals designates the Inuit and the Amerindians. The term First Nations, refers to Amerindians⁴.

⁴ Source: [Amérindiens et Inuit Portrait des nations autochtones du Québec 2nd edition.](http://www.autochtones.gouv.qc.ca/index_en.asp)
http://www.autochtones.gouv.qc.ca/index_en.asp

This approach encounters limitations related to available statistics. In Canada, the definition of Aboriginal includes Métis, Inuit and Indians, and many of the processed information is not always possible to exclude the Métis from the tabulations. A recent decision of the Federal Superior Court⁵ proposes to include Métis among the Indians but an appeal could be filed by the federal government.

The census provides various definitions related to aboriginal peoples:

Aboriginal Ascendance: Persons who reported at least one Aboriginal ancestry (American Indian, Métis or Inuit) to the ethnic origin question. 'Ethnic origin' refers to the ethnic or cultural origins of the respondent's ancestors (question 17 of the census).

Aboriginal identity: Persons who reported identifying with at least one Aboriginal group, that is to say, American Indian, Métis or Inuit, and / or those who reported being a Treaty Indian or a Registered Indian as defined by the Indian Act of Canada and / or who were members of an Indian band and / or First nation (questions 18, 20 and 21).

Registered Indian or Treaty Indian: Persons who reported they were registered under the Indian Act of Canada. Treaty Indians are persons who are registered under the Indian Act and can prove descent from a band that signed a treaty (question 21).

Person of First Nations (FN): Persons who reported belonging to an Indian band or First Nation in Canada (question 20)⁶ or being identified as Indian in North America (question 18) or Treaty Indian or Indian registered (question 21).

Individual First Nations and Inuit (FNI): Persons identified as belonging to a First Nation (FN) or as Inuit (Eskimo) (Question 18). The Métis are excluded from this group.

⁵Judgment of Michael L. Phelan, 2013FC, p. 173. "The Métis people, who originated in the west from intermarriage Between French Canadian men and Indian women falling on the fur trade period, received" half-breed "land grants in lieu of any right to live on reserves, and accordingly were excluded from the charter group from whom Indian status devolved. However, they are probably "Indians" within the meaning of s. 91 (24). ... "P. 145.

⁶Statistics Canada - Catalogue No. 92-566-X 2006 Census Dictionary

The chosen approach is the one of Aboriginal identity and the census questions are formulated as follows:

18 *Is this person an Aboriginal person, that is to say, a North American Indian, Métis or Inuit (Eskimo)? If "Yes", mark the circle that best describe this person now.*

No.

Yes, North American Indian.

Yes, Métis.

Yes, Inuit (Eskimo)

20 *Is this person a member of an Indian Band or of a First Nation?*

No.

Yes, belong to an Indian Band or a First Nation

**Specify Indian Band or First Nation (e.g., Musqueam)*

21 *Is this person a Treaty Indian or a registered Indian under the Indian Act of Canada?*

No

Yes, Treaty Indian or Registered Indian

These questions are the basis for compilations and serve to group together the people who identified themselves as such in the census.

In addition, some basic concepts related to the labour market are used. The main concepts dealing with the employment rate (number of employed persons in relation to the population 15 years and over), unemployment rate (number of people unemployed compared to the active population) and the rate of activity (number of persons employed in relation to the population 15 years and over). For more detailed definitions, the reader is referred to the cited publication⁷.

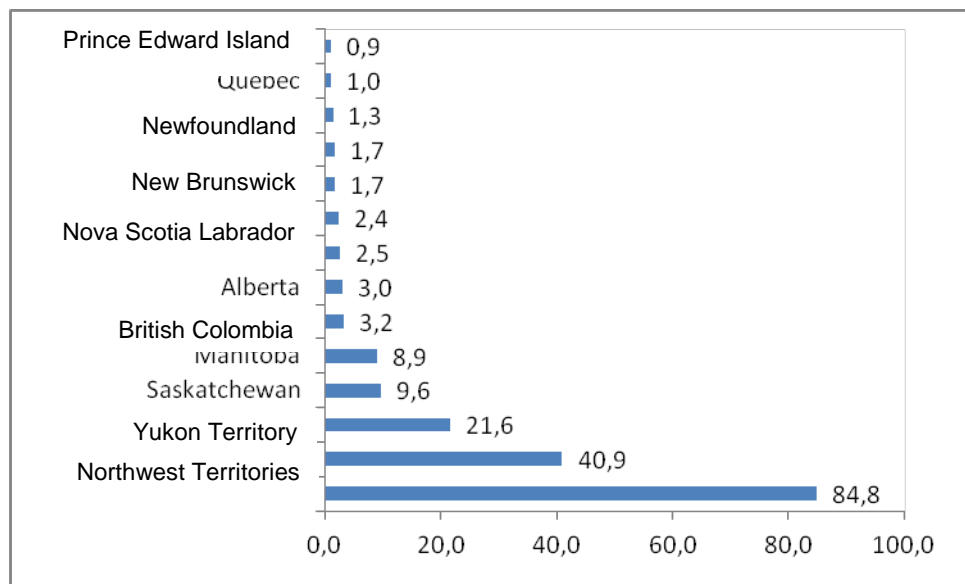
⁷ <http://www.statcan.gc.ca/pub/71-001-x/71-001-x2012010-fra.pdf> No.71-001-X *Labour force information.*

Part One: First Nations and Inuit labour market in Quebec and elsewhere in Canada

1.1 First Nations and Inuit across Canada

About 1% of the Quebec population identifies themselves as belonging to First Nations and Inuit (Chart 1 and Table A1). In fact 76,045 people declared themselves as such on the 7,435,905 recorded in 2006⁸. Among the FNI, the census estimated the First Nation population at 65,090 and Inuit population at 10,955.

Chart 1 - Share of FNI among the population by province, Canada, 2006



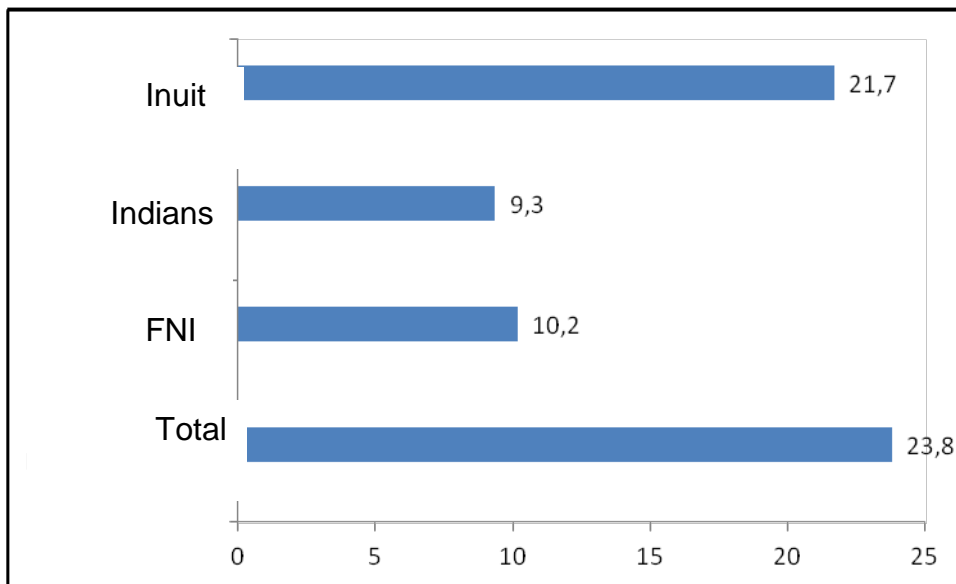
Source: Table A1 of the Statistical Annex

⁸ According to the "Secrétariat des Affaires Autochtones" Quebec has 82,658 Indians (which are about 59,129 on reserves) and 10,883 Inuit, for a total of 93 541 FNI. See the website of the Secretariat for the 2011 data. <http://www.autochtones.gouv.qc.ca/nations/population.htm>

According to Canadian estimates on trends between census years, the proportion of aboriginal population (including Métis) in Quebec increased from 1% in 1996 to 1.1% in 2001 and 1.5% in 2006.

Compared to other Canadian provinces (2.8% elsewhere in Canada) and Canada as a whole (2.4%), Quebec does not have a high proportion of FNI. If one-quarter of the Canadian population (23.8% in 2006) are located in Quebec, only one in ten of the FNI was established in Quebec (Chart 2). Of these, the proportion of Inuit (21.7%) is significantly higher than that of Indians (9.3%). These are more concentrated in Ontario (22.7%) and British Columbia (18.6%). As for Inuit a very high concentration resides in Nunavut (48.8% of all Canadian Inuit).

Chart 2 – Total Population Share of the FNI, Indians and Inuit of Canada, Quebec, 2006



Source: Table A1 in the Statistical Annex.

When examining the labour market, the pool of people who can participate is mostly drawn from the population aged 15 and over. If we take this group, the share of FNI among the entire population of Quebec is estimated at 1.3%. As we will see later, the share of young FNI dominates. Thus, of the 76,045 FNI, 54,865 people are aged 15 and over.

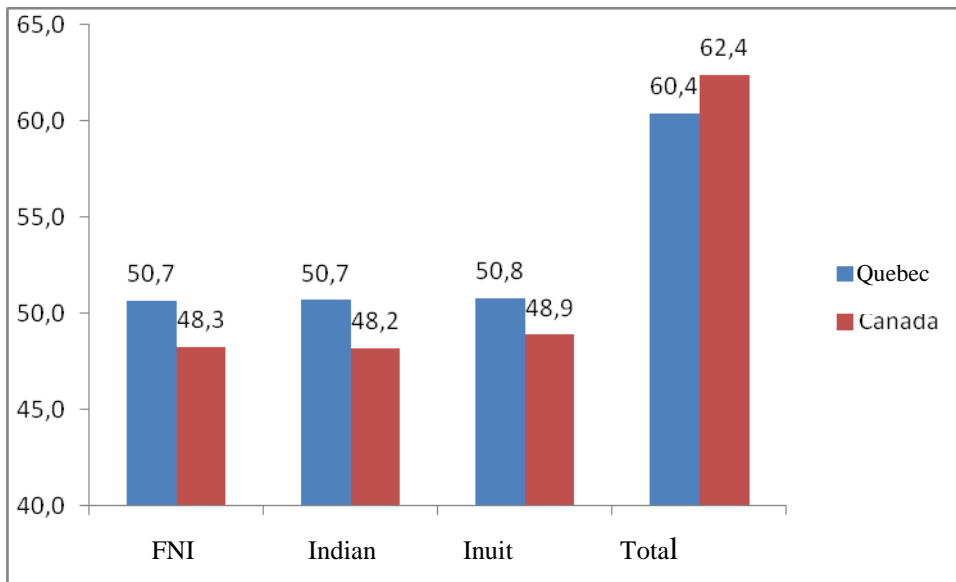
1.2 First Nations and Inuit labour market

Of the 54 860 persons aged 15 and over who identified themselves as FNI in the 2006 census, 33,125 are on the labour market and 27,805 did not participate. As for those who are on the labour market, 27,805 are considered employed and 5320 are unemployed⁹.

In Quebec, the employment rates (Chart 3 and Table A2 in the Statistical Annex) and activity rate for FNI are lower and unemployment rates higher than the general population. These differences are also observed across Canada and in each province.

⁹ The numbers involved call for caution in the interpretation of tables and charts. In Quebec, for the Indians (24,370 employed and 4,460 unemployed) and Inuit (3495 employed and 860 unemployed), estimates can be subject to relatively large error margins.

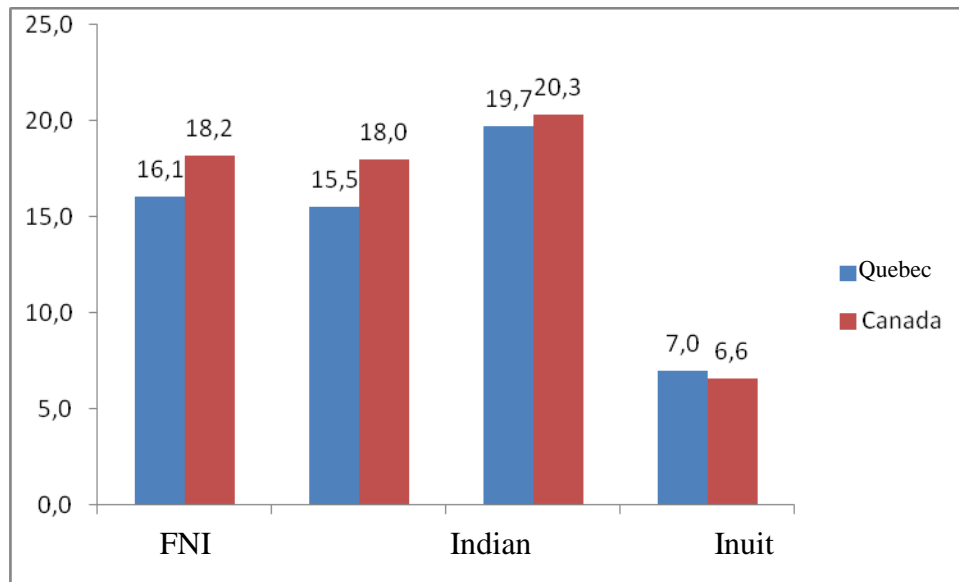
Chart 3 - FNI Employment rate, Indians and Inuit and the entire population, Quebec and Canada, 2006



Source: Table A2 in the Statistical Annex.

The participation rate of FNI in Quebec is estimated at 60.4% in 2006 at the same time it reached 64.9% in the general population, a difference of 4.5 percent. This lower participation in the labour force by the FNI is due to difficulties to access employment and a higher incidence of unemployment.

Chart 4 – FNI Unemployment rate, Indians and Inuit and of the entire population, Quebec and Canada, 2006



Source: Table A2 in the Statistical Annex.

As FNI are more affected by unemployment (16.1% compared to 7% for the entire population), their employment rate is affected, as is only 50.7%, nearly a ten point difference with that of the general population (60.4%). The Canadian situation is similar for both groups of FNI but the differences are even more pronounced, with nearly 14 percent separating the employment rate of FNI than the overall Canadian population.

The Indians (50.7%) and Inuit (50.8%) have similar employment rates, however unemployment insurance rates differ; Inuit (19.7%) are more affected by unemployment

than Indians (15.5%). It therefore reaches nearly a fifth of the Inuit population on the labor market and one out of seven Indians.

On average in Quebec, the FNI unemployment rate is twice as high as that of the general population, and across Canada, the differences are even more pronounced. The unemployment rate of FNI is 2.7 times higher than the total population.

The observations made above with regards to labour market indicators for the FNI were derived from the Moar research, which mentions a higher unemployment rate among the Cree¹⁰. The Conference Board notes that the rate of Aboriginal activity is lower than that of non-Indians¹¹. In its first opinion, the FNILMAC recalled that the FNI activity rate is low and their unemployment rate is high¹².

Between 2001 and 2006, census show that the labour market has adjusted to the FNI and the recovery is done a little faster for the FNI for the whole population (Table A3 in the Statistical Annex).

This relative improvement of the labour market for FNI, however, did very little to reduce deviations observed with the entire population of Quebec.

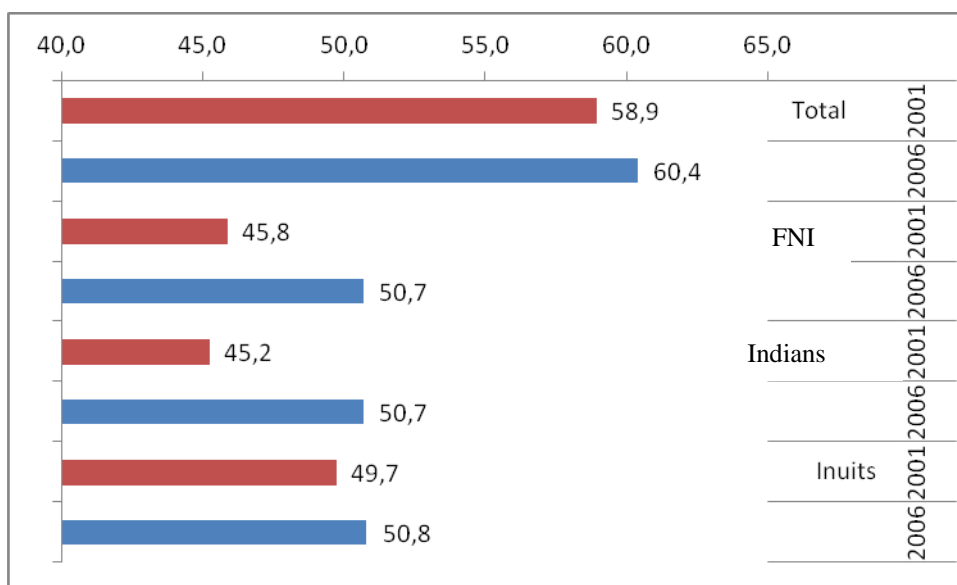
The main indicators for Indians indicate that they will come out better than in 2001 and this group has made the largest gain in activity rates, employment and unemployment (Charts 5 and 6). Inuit have made gains toward the employment rate of only slightly more than one percent (from 49.7% in 2001 to 50.8% in 2006), but their unemployment rate reportedly deteriorated from 18.7% in 2001 to 19.7% in 2006.

¹⁰ F. Moar, Nine Cree Communities of Eeyou Istchee, summary p. vii.

¹¹ Conference Board, Understanding the Value, p. I.

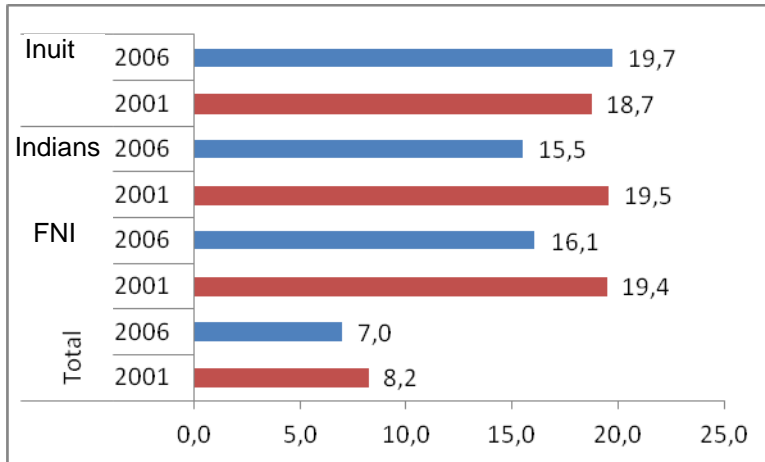
¹² FNILMAC, 1st notice, p.10

Chart 5 - Employment rate of FNI, Indians and Inuit and of the entire population, Quebec, 2001 and 2006



Source: Table A3 in the Statistical Annex.

Chart 6 Unemployment rate of FNI, Indians and Inuit and of the entire population, Quebec, 2001 and 2006



Source: Table A3 in the Statistical Annex.

To complete the comparison with Canada as a whole, it should be noted that labour market indicators relating to FNI of Quebec, performed slightly higher than those of the same group in Canada. This is in contrast to the indicators for the entire population of Quebec, the latter being less in favor of Quebec in 2006. Thus, the employment rate in Quebec (Chart 3) and the activity rate are lower than those of Canada as a whole, while the unemployment rate is higher.

More specifically, the employment rate of Quebec FNI (50.7%) has more than two points difference with the average FNI of Canada (48.3%). For the entire population of Quebec, the employment rate reached 60.4%, two percent lower than the Canadian average (62.4%).

In general, Indians of Quebec have higher activity rates and lower unemployment rates than those observed for all Indians in Canada. The same advantage is also found for the Inuit of Quebec.

Part Two: The socio-economic characteristics of First Nations and Inuit labour market in Quebec

Having analyzed key features of the global FNI labour market FNI in Quebec and across Canada and having underlined the gaps between First Nations and Inuit of Quebec and Canada, the next section looks at Quebec data more closely. A more detailed examination of the elements that emerge from certain socio-economic characteristics of FNI may explain some differences in the integration and participation of First Nations and Inuit in the labour market.

The questions that the analysis attempts to answer are: what are the differences in labour market participation of FNI by region of residence, if he/she resides on or off reserve, in a rural or an urban area.

Other angles of analysis will be taken into account such as the distribution of FNI by age group or gender. Other dimensions that influence the participation of FNI in the labor market, relates to education and their knowledge of languages.

Finally, to complete the characterization of the FNI labour market, this last section will address the qualification of professions occupied and the sectors of employment in which the FNI mainly are concentrated. Employment conditions, such as the annual duration of the jobs held and the income derived from them.

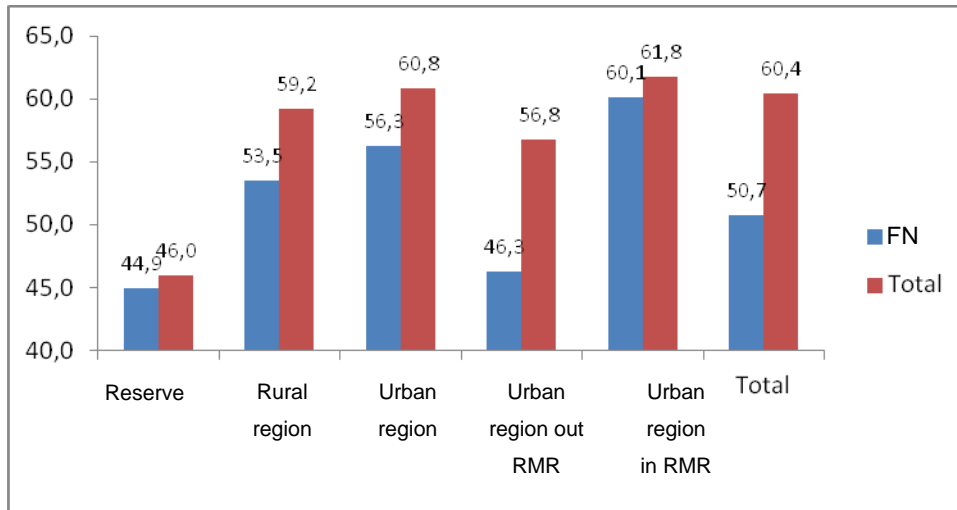
2.1 Region of residence

The Indian population of 15 years of age and over live mainly on reserves (46.3% or 22,205 people over 47 980 Table A4 in the Statistical Annex) in 2006. Other Indians are found in urban areas (40.2%) and more often, for the latter, in large metropolitan centers. The last portions (13.6%) live in rural areas.

Inuit are almost exclusively located in rural areas (87.9% or 6055 people over 6880). A few are found in urban areas (785 or 11.4%).

When Indians are located on-reserve, their labour market indicators are clearly less advantageous than that observed for the Indians in large urban areas. The latter have employment (44.9%, Chart 7), and activity rates of (57.9%) lower and an higher unemployment rate (22%) than those estimated for FN living in large urban areas, where the employment rate is the highest (60.1%) among FN and the lowest unemployment rate (8.7%). Whatever region of residence, the FN have a lower employment rate than the general population overall.

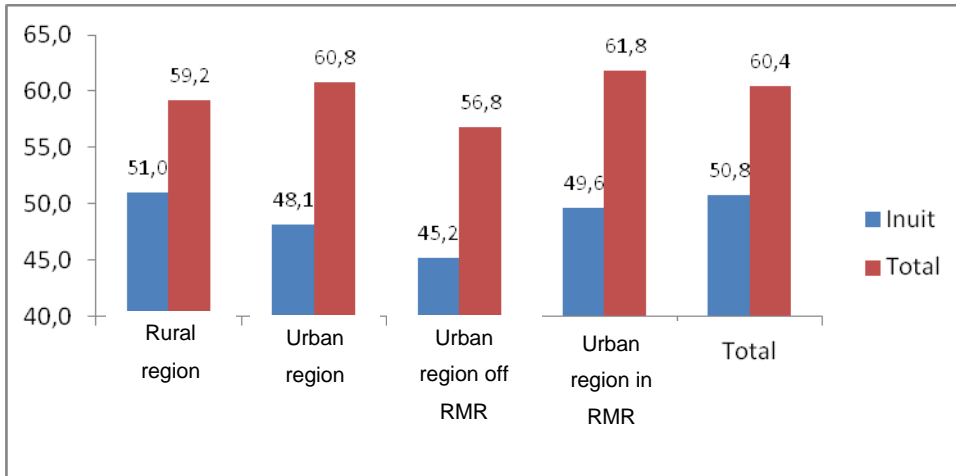
Chart 7 Employment rates of Indians and of the total population by area of residence, Quebec, 2006



Source: Table A4 in the Statistical Annex

The Inuit, who live primarily in rural areas, are as active (64.5%) as the general population of Quebec who live in this type of area (64%). But they are less often employed (51%, Chart 8) than rural of Quebec (59.2%) and more affected by unemployment (20.6% versus 7.6%).

Chart 8 - Employment rate among the Inuit and the total population by region of residence, Quebec, 2006



Source: Table A4 in the Statistical Annex.

In sum, FNI that are on-reserve or rural (Inuit) have very poor labour market indicators. They participate on a smaller scale to the labour force, having fewer opportunities to access employment. They are also more likely to be unemployed than the general population of Quebec.

2.2 The Age Groups

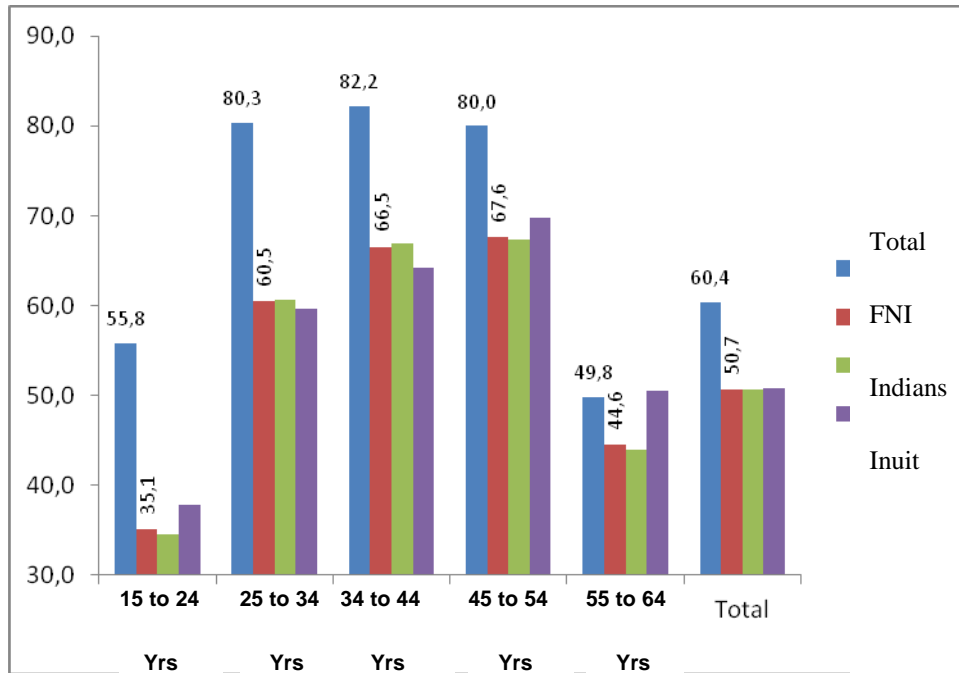
We can see that the distribution of FNI population of 15 years and over have a larger concentration towards the younger age groups. (Table A5 in the statistical annex)

Whatever the age group between 15 and 64 years, there is always a disadvantage affecting FNI compared to the general population of Quebec and this disadvantage is illustrated by the differences in the various labour market indicators. Although the gap narrows gradually as we advance in age groups and indicators are improving, it remains

that the FNI, which are mainly concentrated in groups age between 15 and 44 years (62.9% of FNI compared to 48.8% for the entire population), are significantly underutilized in the labour market.

More than a 20 percent point difference separates the employment rate of young FNI ages 15 to 24 than that of the overall young population in Quebec (55.8%). This gap is even more pronounced for FN (Chart 9) between 25 and 34 years of age. This gap persists in the employment rate and decreases slightly for the age groups between 35 and 44 years (15.7 percentage point difference). Two-thirds (66.5%) of FNI in this age group have the opportunity to have a job while in Quebec (general population) in the same age group, the employment rate was 82.2%. They also have a low probability of being unemployed (6%) compared to FNI (13.7%).

Chart 9 Employment rate of FNI, Indians and Inuit of the entire population by age group, Québec, 2006



Source: Table A6 in the Statistical Annex.

2.3 Sex

The proportion of women in the workforce is higher within the FNI than that of the general population (47.1%). (48.9%, Table A7 in the Statistical Annex). This applies to both groups, First Nations (48.8% of the workforce are women) and Inuit (49.7%).

Women are under-utilization for both FNI women and among those of the general population. In both groups, they have more difficulties accessing the labour market than men do; it is evident by their activity rates. Their employment rate is lower (except for Inuit women who have higher employment rates than the men). However, they are less likely to be unemployed than men.

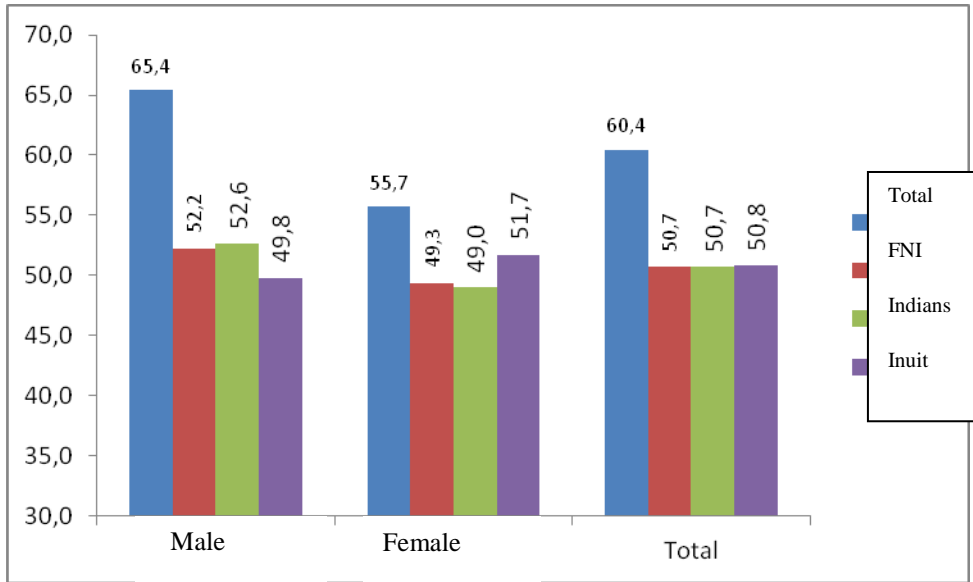
Whether you are a FNI man or a woman, the differences between indicators for FNI and those of the general population are almost always to the disadvantage of the FNI¹³. These differences are even less favorable for FNI men than women.

As for FNI women, the differences between the employment rate and activity rate compared to men are lower than those observed among the general population. The gap, which is 2.9 percent between the female employment rate (49.3%, Chart 10) and the rate for men (52.2%), is less than that of the general population, of 9.7 percent. The employment rate in Quebec for men was estimated at 65.4% in 2006 and for women 55.7%. The rate of unemployment is much higher for FNI men (19%) than women (13%). Among the entire population of Quebec, this difference does not exceed one percentage point (7.4% for men and 6.5% for women).

For FNI, the differences between the indicators of the labour market for women compared to men are higher among the Inuit. According to the 2006 census, Inuit women (51.7%) had a higher employment rate than Inuit men (49.8%).

³ Except for the rate of Inuit women would be higher than that of women throughout Quebec.

Chart 10 Employment rate of FNI, Indians and Inuit of the total population by sex, Québec, 2006

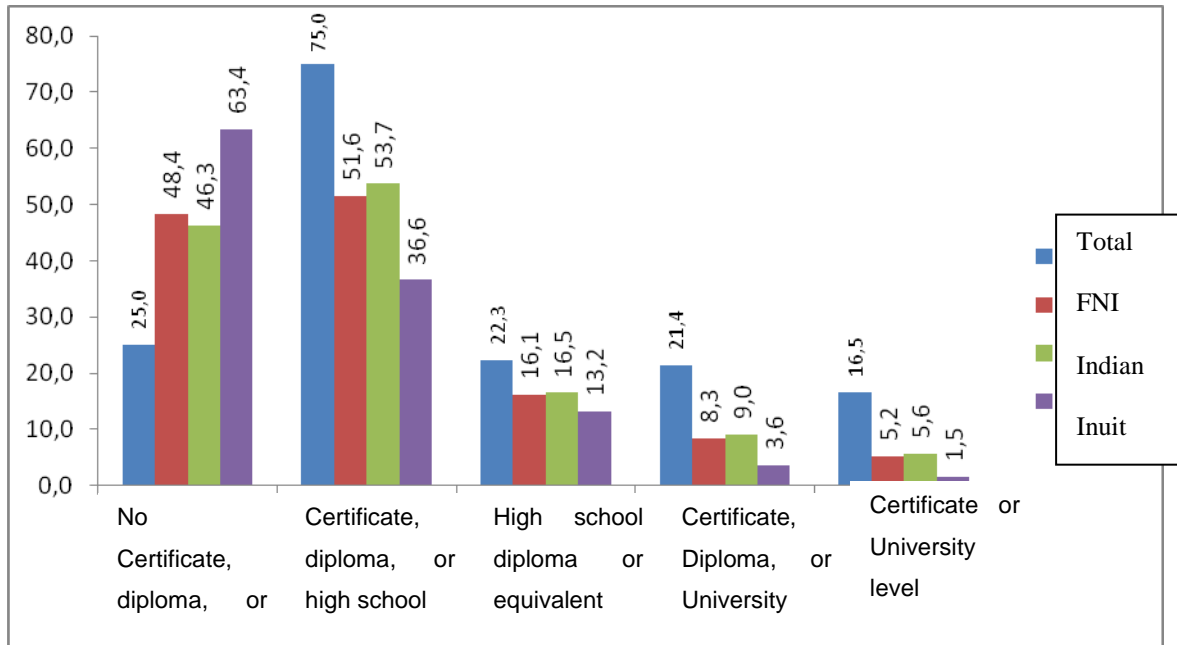


Source: Table A7 in the Statistical Annex

2.4 Education

The FNI, more present among the low education levels, starting at a disadvantage in the labour market. Whether they have a degree or not they are less often employed. FNI are more likely to be employed if they have a university degree than graduates of Quebec, but at the same time, they are more affected by unemployment. Very few FNI people obtain university degrees (8.3% compared to the total population 21.4%, Table A8 in the Statistical Annex and Chart 11)

Chart 11 Distribution of the population of FNI, Indian, Inuit and the general population by level of education, Québec, 2006



Source: Table A8 Statistical Annex

A very high proportion of FNI, nearly half (48.4%) of the population of 15 years or more, do not have a degree. Those people have fewer opportunities to gain employment (employment rate 33.6%, Chart 12 and Table A9 in the Statistical Annex). Those having a high school diploma or equivalent, their employment rate doubles (66.7%), but only half of FNI (51.6%) hold a diploma. First Nations (53.7%) and more Inuit (36.6%) are limited in their access to the labour market or to other levels of education; few have achieved a level of education with graduation.

In looking at the university level, fewer First Nations (9%) and Inuit (3.6%) succeed, compared to the general population of Quebec (21.4%).

Distribution among the different levels of education among FNI, considering the age group, illustrates the continuing difficulties in education. Nearly half of the population aged 15 to 44 years among the FNI have no certificate or diploma, compared that of the general population, the proportions are two and a half times lower and just over 20%.

For university level training, the differences are even greater. Thus, less than 7 % of 15 to 44 years received a certificate, degree or university degree, while for the entire population, the proportion is three times higher (23%). Graduation at the university level is lower among the Inuit of this age group (2.2%) than among FN (7%).

Education, being a key factor to access the labour market and employment, becomes a clear disadvantage for FNI in Quebec. There are lower proportions of people with a university degree or, therefore poorly educated. They have fewer opportunities to gain skills necessary to be a qualified professional.

This disadvantage is underlined by several authors and interveners. The situation recalled the FNILMAC emphasizing in its first opinion, the low school enrollment and high dropout rate. Moar, that a study of the Cree in nine Cree communities reported low school enrollment and for the 15 to 24 years age group, low attendance. The CD Howe Institute, under the pen of John Richards arrived at similar findings across Quebec Aboriginals and identifies problems.

The Policy Forum aims to develop the aboriginal human capital after finding some shortcomings:

"Aboriginal communities continue to face significant barriers accessing education and training ... Aboriginal Canadians need skills and education to be able to obtain these jobs and keep them. The % rate of obtaining a high school diploma in the First Nations population is lower than in the general population ... Increased access to universities, colleges and apprenticeship programs is also required. Even if the level of education of Aboriginal youth has increased, it is still lower than the overall population. Various obstacles complicate the access of individuals and communities in higher education, whose reluctance to leave their communities, lack of funding, lack of role models and limited knowledge of funding (scholarships for example). Investments in local education and on-line (distance learning) will benefit Aboriginal youth¹⁴.

Statistics Canada indicates that there is an increase in school attendance from 2008 to 2010 Aboriginal youth and this increase was greatest in Ontario, Quebec and Alberta¹⁵.

¹⁴ John Richards, *Aboriginal Education in Quebec*, p. 6, 15 & 17.

¹⁵ Jeannine Usalcas, *Aboriginal and Labour Market*, p.24

The Kativik Regional Government produced a Chart of 9271 individuals in relation to their level of education and more than 84% of them have not completed their high school education, and is higher among men (86%) than among women (823%).

A survey done by (*The Conference Board*) was taken among Canadian organizations on Aboriginal Issues, showing that it entails significant challenges for employers:

“The level of education attained by aboriginal peoples in Canada lags behind the non-Aboriginal population - a lack of qualifications, skills, abilities, and education and work experiences are the most important challenges faced by employers to attract and retain Aboriginal workers.”¹⁷

A number of factors have contributed to this situation:

“The lower educational attainment of Canada's Aboriginal population can be attributed to a number of factors: socio-economic generally lower and health outcomes, more limited access to schools and culturally Appropriate Curriculum, and the impacts of residential schools continuing. Lower levels of education negatively affect Aboriginal workers' employability and chances for promotion.”¹⁸

The Ministry of Education documents, in these terms, the problem of education:

“Between 2002-2003 and 2006-2007, Quebec, about a quarter of graduates was not qualified or skilled. By comparison, this proportion increased from 72.5% to 88.4% among those leaving aboriginal territories (Table 14). Therefore, in addition to delayed education, the problem of dropout is significantly more present among the students...”

¹⁶ ARK, Graph 1.

¹⁷ Conference board: *Understanding the Value*, executive summary, p. ii.

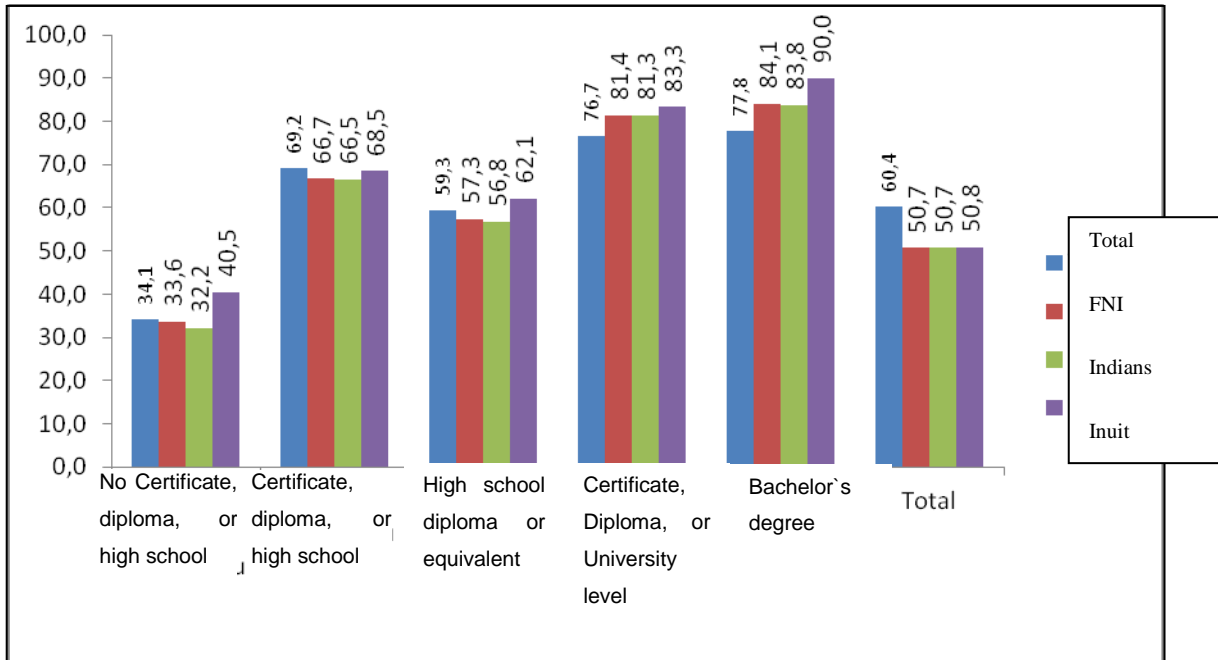
¹⁸ Idem, p.4

Among this population, there is a significant gap with non-Aboriginal people in regards to the highest level of educational attainment, which confirms the results presented above about the low graduation rates...

Regarding Aboriginals attending the Cree and Kativik school boards, despite significant improvements on the profile of the teaching staff, students face enormous challenges when transitioning from primary to secondary school, the rate of academic delay, dropouts having no qualifications or low graduation rates after seven years. A faltering academic progress, severely compromises graduation and transition to postsecondary education. "¹⁹

¹⁹ MELS: Bulletin, p.12, 15 and 18.

Table 12 FNI employment rate, Indians and Inuit and the population as a whole according to the education level, Quebec, 2006



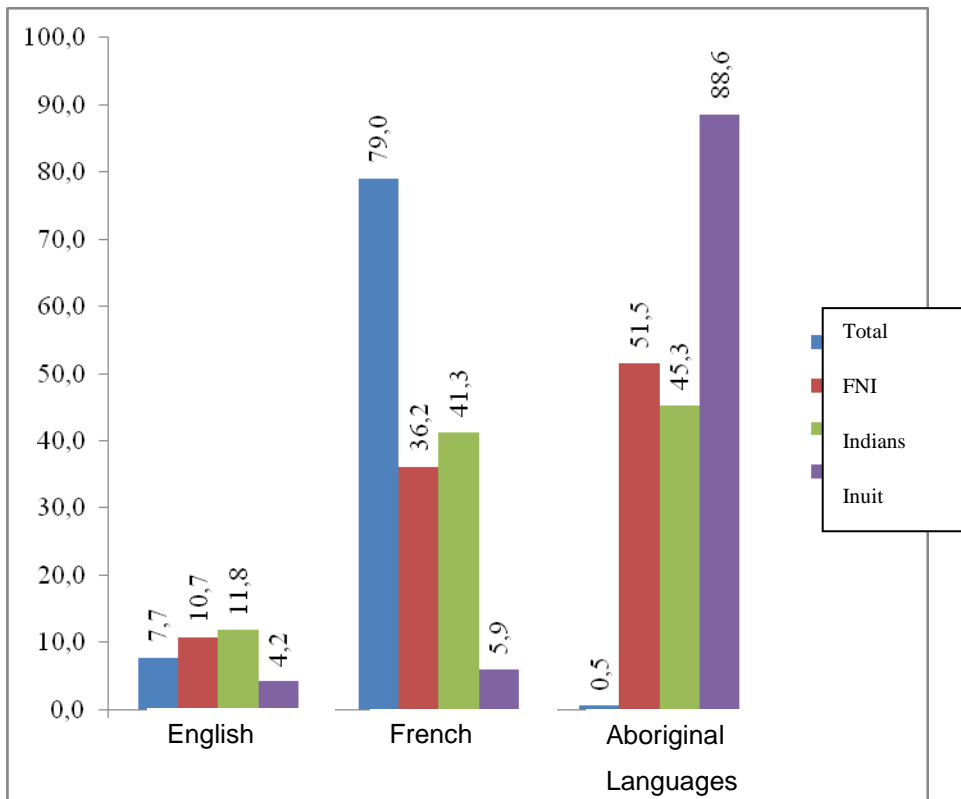
Source: Table A9 Statistical Annex

2.5 Language

Census information only allow to characterize the FNI according to their language, whether it is the mother tongue, the language, either spoken or known, there is no language link with the indicators of the labour market.

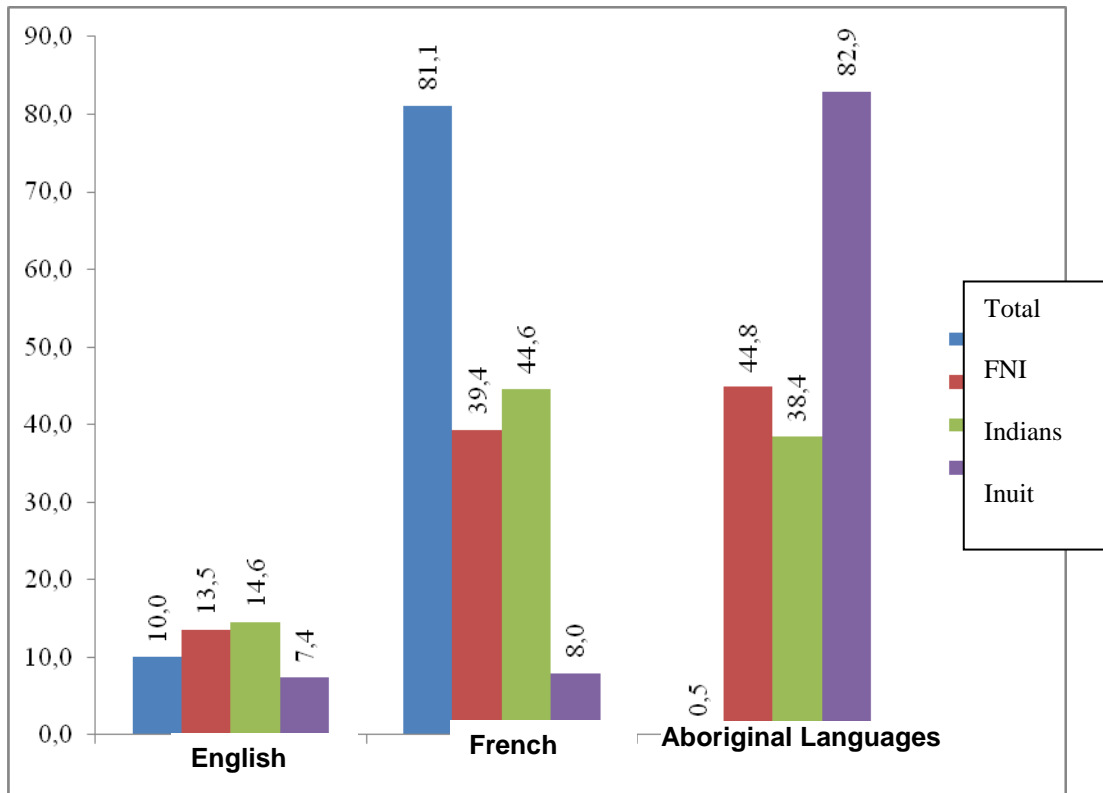
FNI often have a mother tongue (51.3%, Chart 13) and very little French (36.2%). When asked about the language spoken most often at home, Aboriginal languages are somewhat reduced (44.8%, Chart 14) in favour of the French (39.4%) and English (13.5%). The Inuit speak in their native language (88.6% have an Aboriginal mother tongue and 82.9% speak it at home).

Chart 13 Distribution of the population of FNI, Indian, Inuit and the general population by mother tongue, Quebec, 2006



Source: Statistics Canada, 2006 Census.

Chart 14 Distribution of the population of FNI, Indian, Inuit and the general population by language spoken most often at home, Quebec, 2006



Source: Statistics Canada, 2006 Census.

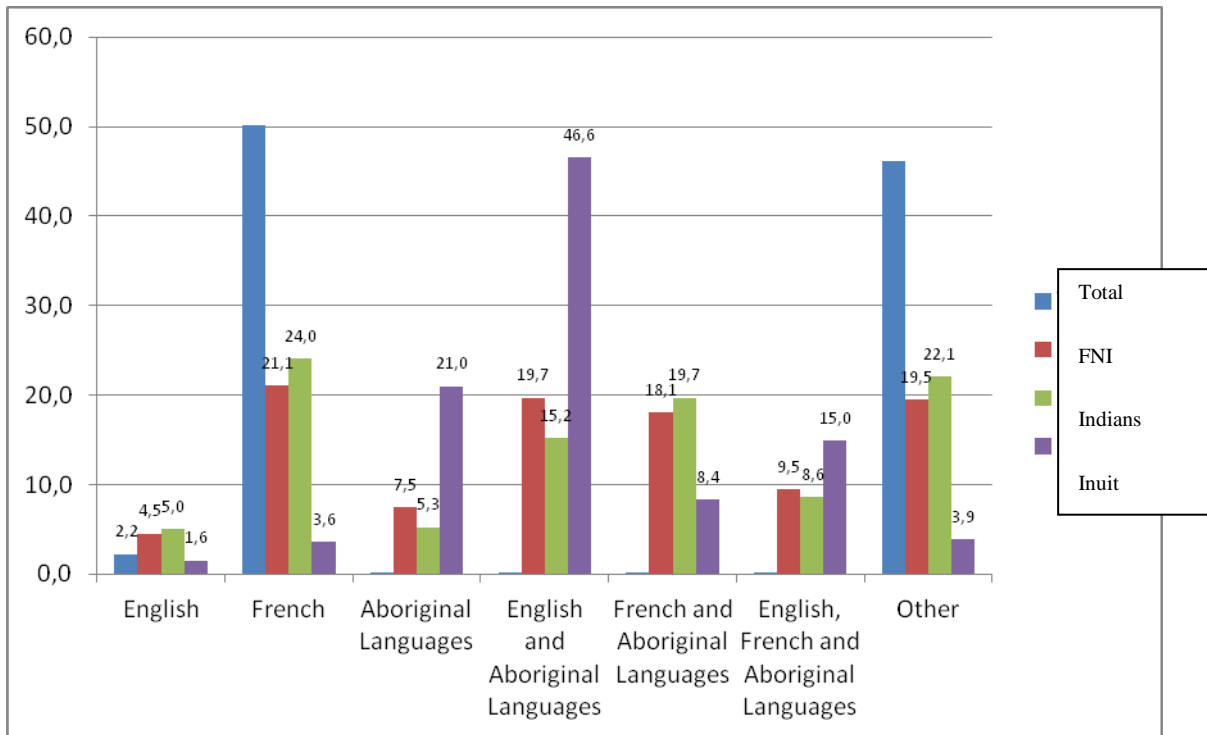
The distribution of population based on their knowledge of FNI language indicates that French is known by half of the population (21.1% know that the French, 18.1% French and Aboriginal language and 9, 5% French, English and Aboriginal language, Chart 15). English is known by one third of FNI. Others know only an Aboriginal language (7.5%) or a combination of different languages (19.5%).

The Inuit distinguish themselves from Indians because they know more English (63.1%) and French (27%) while the Indians are in a different position. Almost half speak French (52.4%) and 28.8%, English. In order for a better integration into the labour market and

access to training, the linguistic dimension must be taken into consideration; we must apply a different approach whether interventions are made with the Indians or with the Inuit.

The Moar Cree study indicates that they mastered mainly the English language²⁰.

Chart 15 - Distribution of the population of FNI, Indian, Inuit and the general population by knowledge of Aboriginal languages, Quebec, 2006



Source: Table A12 of the Statistical Annex.

²⁰ F.Moar: *Nine Cree Communities of Eeyou Istchee*, résumé p. vi.

2.6 The economic activity sectors

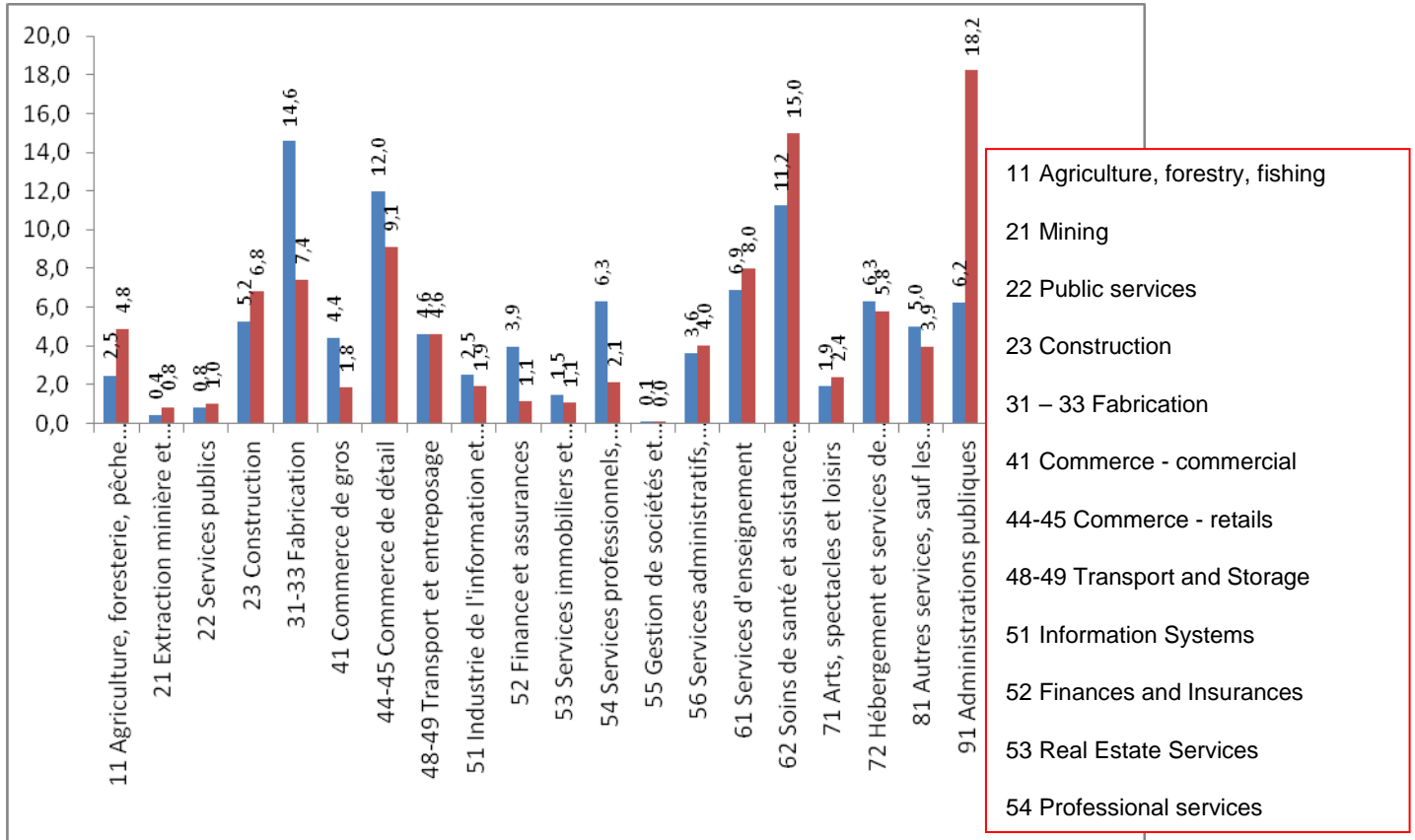
The 31,575 FNI who were employed in 2006 are mainly in four major economic sectors, namely government (18.2% compared to 6.2% for all Quebecers manual, see Chart 16 and table A10 of the Statistical Annex), healthcare and social assistance (15% versus 11.2%), retail trade (9.1% versus 12%) and educational services (8% versus 6.9%).

These four major service sectors therefore concentrate more than half of FNI employment (50.3%) while for the entire population; the equivalent part is a little more than a third (36.3%). Inuit occupy more jobs in health and social assistance (23%), in public administration (20.4%) and retail trade (10.9%) than the Indians.

Manufacturing has relatively fewer FNIs, a share estimated at half of that observed in the general population (7.4% versus 14.6%). Inuit are also almost completely absent from the manufacturing sector (1.2%).

In contrast, primary industries attract more FNI (4.8% for agriculture, forestry, fishing and hunting, and 0.8% for mining) than the entire population (2.5% and 0.4% respectively). Indians and Inuit occupy more jobs at primary.

Chart 16 Distribution of the population of FNI, Indian, Inuit and the general population by sector of economic activity, Quebec, 2006



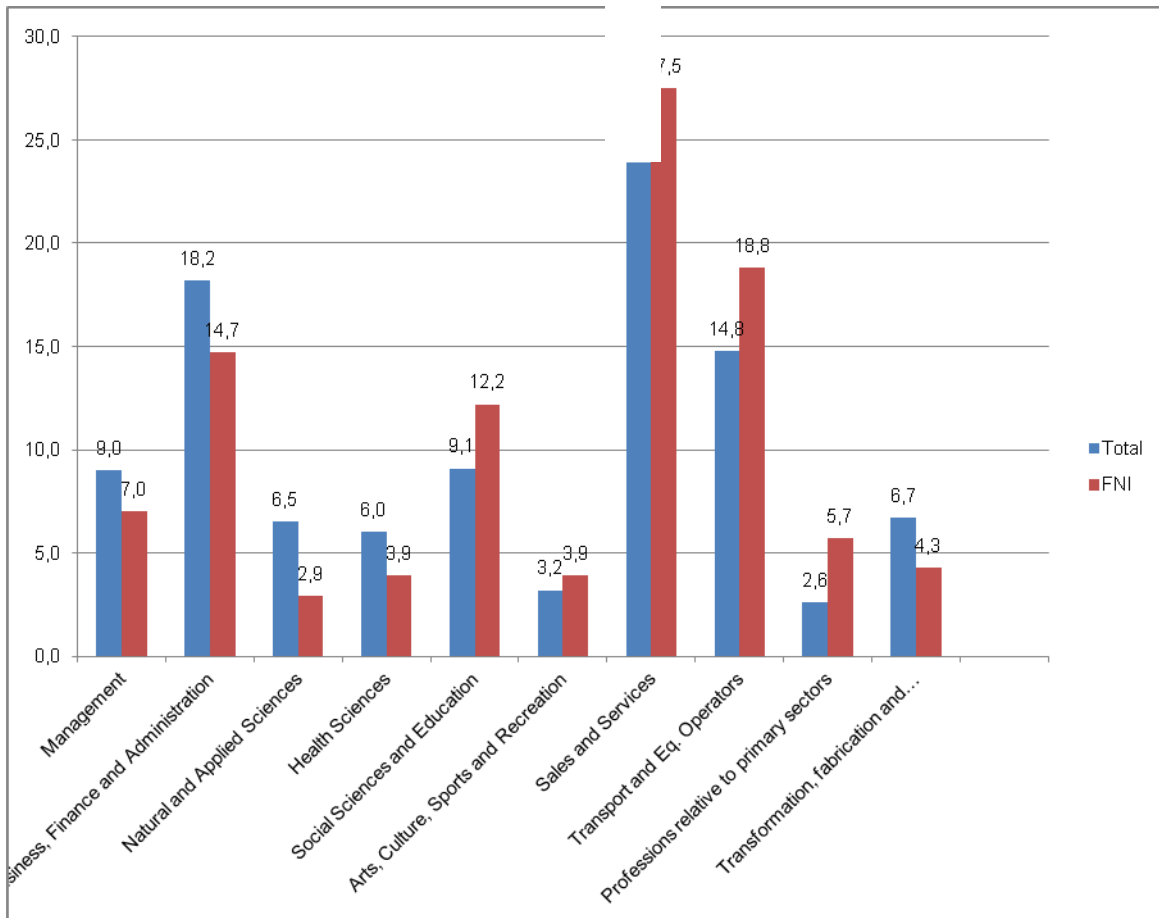
Source: Table A10 in the Statistical Annex.

2.7 The Professional group

The FNI employment structure is dominated by two professional groups, as much for Indians than the Inuit: it is Sales and Services which represent more than a quarter of the jobs held by FNI (27.5%, Chart 17 and Table A11 in the Statistical Annex), a higher share than the total of all employed persons (23.9%). Occupational group, which came in second place, includes jobs related to trades, transport and equipment operators (18%), this group exceed that of the general population (14.8%).

FNI are relatively not as present in jobs related to business, finance or administration (14.7% versus 18%) and management (7% versus 9%). Health professions, Natural and applied sciences in processing are other examples of occupational groups where the FNI occupy a smaller share of employment than that observed in the employment structure of the entire population.

Chart 17 Population distribution of FNI, Indian, Inuit and the general population by occupational group, Quebec, 2006



Source: Table A11 in the Statistical Annex.

Source: Table A11 in the Statistical Annex.

Generally compared to the general population, Aboriginal people are less present in more highly skilled occupations such as those requiring a university level education, that is to say, professional positions, or require management skills and Conversely, they are more often in positions that require lower skills, that is to say, the technical level, intermediate or elementary.

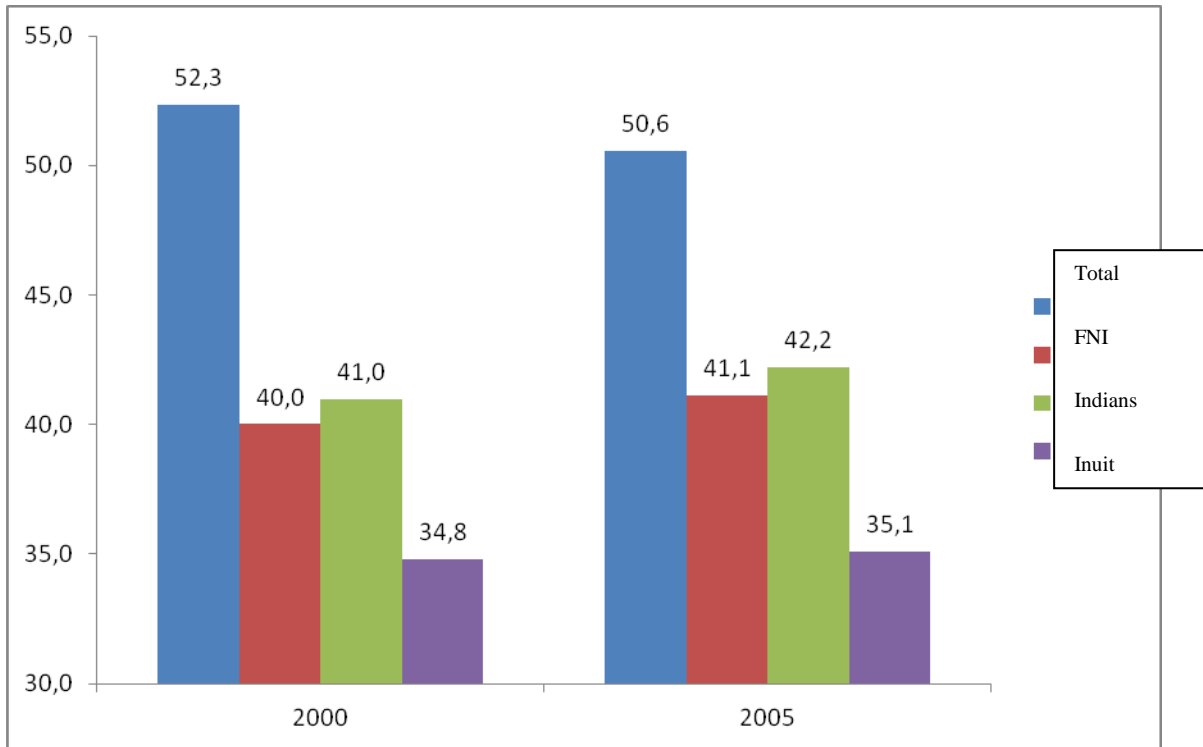
2.8 The duration of work and revenues

A smaller portion of workers FNI (41.1% in 2005, 14 695 of 35 725 FNI) is employed full-time throughout the year. This proportion is lower among the Inuit (35.2%) than among Indians (42.2%, Table A12 in the Statistical Annex and Chart 18). Overall, the average employment income of Indians (\$ 24,305) and Inuit (\$ 24,441) are three-quarters of the average income of the entire population (\$ 32,639). But the differences are significantly different if we consider the time worked.

Between 2000 and 2005, the share of people working full-year full-time has increased by one percentage point for FNI from 40% to 41.1%. The opposite phenomenon occurred among the general population (52.3% in 2000 to 50.6% in 2005).

²¹ It should be noted here FNI refers to an aboriginal in the sense refers to Inuit, Indian and Métis are included in the data, which does not distinguish each group

Chart 18 Distribution of FNI, Indian, Inuit population and the general population according to the share of full-time work year round, Quebec, 2000 and 2005

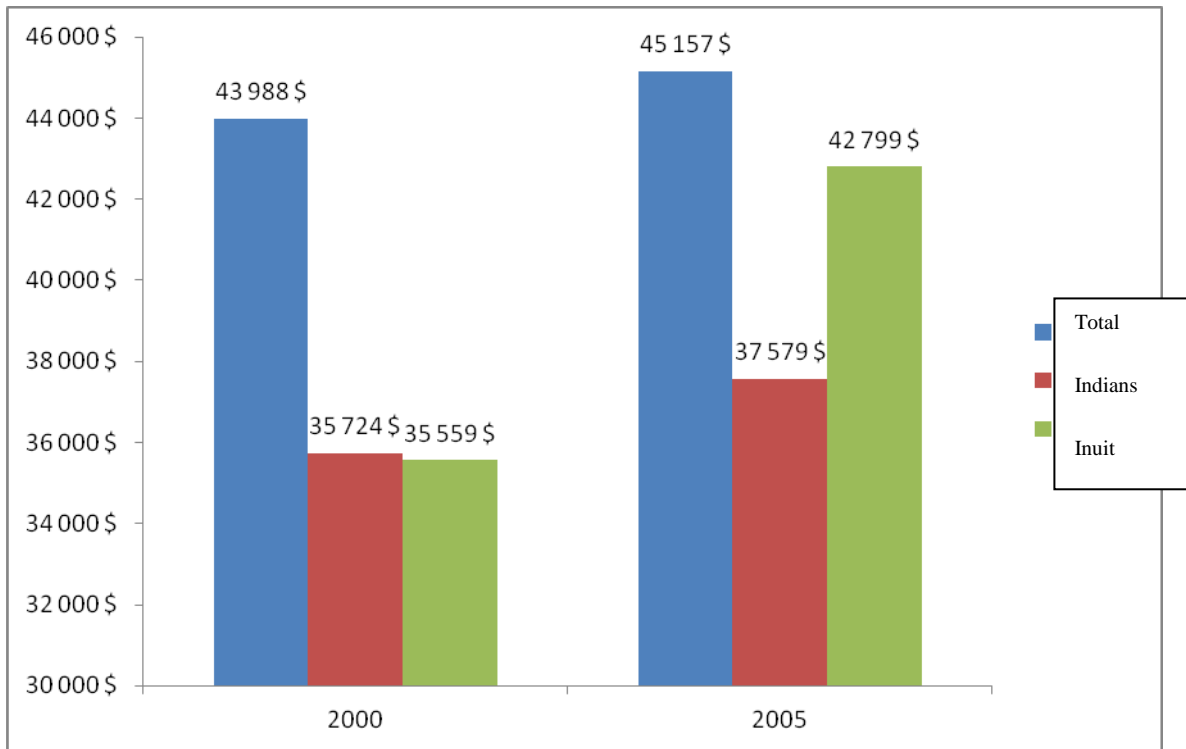


Source: Table A 12 of the Statistical Annex.

When workers are full-time throughout the year, income disparities between FNI and the general population are lower than when workers are not full-time throughout the year. Inuit (\$ 42 799, Chart 19) will withdraw an average employment income equivalent to 94.8% of that of the entire population (\$ 45,157) and Indians \$ 37,579, or 83.2% of average earnings full time all year of the entire population. These discrepancies have tightened between 2000 and 2005.

For individuals who do not have access to a full time job throughout the year, average earnings are much lower with more significant gaps. For Indians (\$ 14,617 or 73.7%) and Inuit (\$ 14,547 or 73.3%), the average income for a part-time job or a part of the year are significantly lower than of the general population (\$ 19,837).

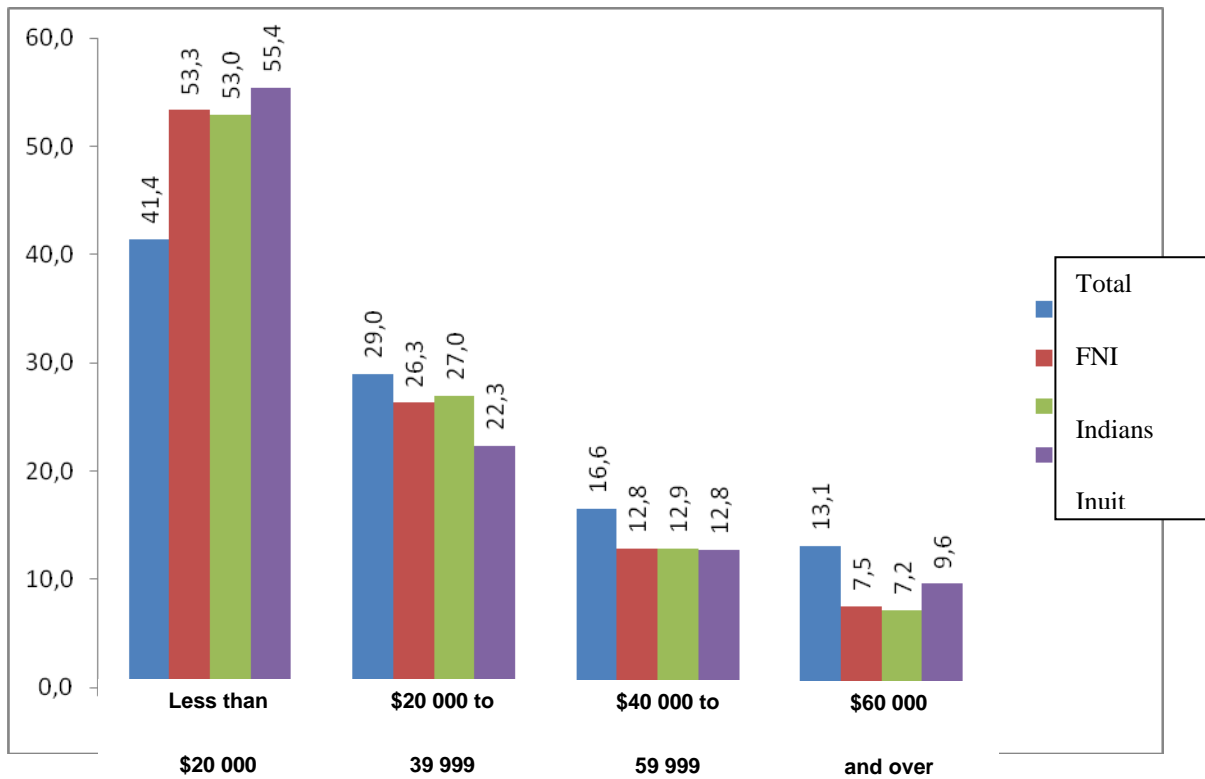
Chart 19 Average employment incomes of the Indian, Inuit and the entire population to work full-time throughout the year, Quebec, 2000 and 2005



Source: Table A 12 of the statistical annex.

More than half of the FNI (53.3%) and even higher proportion of Inuit (55.4%) have a lower employment income \$ 20,000 (Chart 20 and Table A13 of the Statistical Annex). The equivalent proportion among the total population is only two out of five (41.4%). From \$ 20,000, the share of FNI is still lower than the overall population.

Chart 20- Distribution (%) of the population of FNI, Indian, Inuit and the general population according to the portion of employment income for full-time work year round, Quebec, 2005



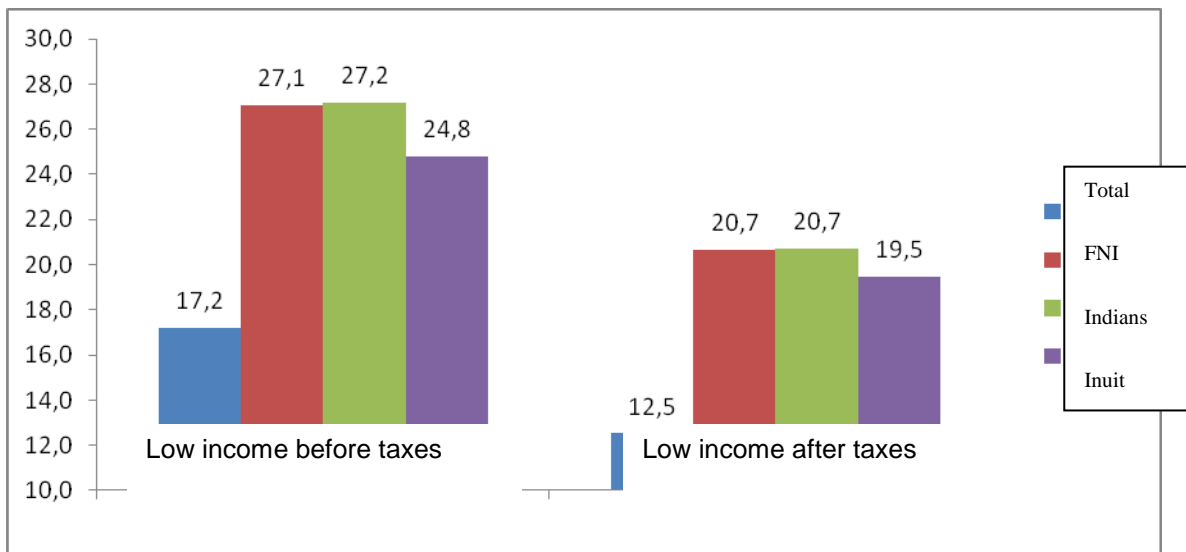
Source: Table A13 in the Statistical Annex.

The portion of self-employed among the general population (10.9%) is higher than among the FNI (6.3%). These are more than nine times out of ten (93, 5%) of employees while this share is lower among the general population (88.8%).

2.9 The low income

Nearly one in five (20.7%, Chart 21) from the FNI is considered poor or low income. This is a Chart that is more than eight percent higher than for the general population (12.5%). The incidence of poverty is slightly higher for Indians (20.7%) than for the Inuit. The tax has a redistributive effect more important for FNI for the entire population. The low-income rate fall 4.7 percent before and after tax for the entire population (from 17.2% to 12.5%) while lower than 6 percent for FNI, 6, 5 points for the Indians (from 27.2% to 20.7%) and 5.3 percent for the Inuit (24.8% to 19.5%).

Chart 21 Distribution (%) of the population of FN, Indian, Inuit and the general population according to the incidence of low income before and after tax, Quebec, 2005



Source: Statistics Canada, 2006 Census.

Another way to look at this issue of poverty is to use the index of well-being developed on a local basis by the Canadian Department of Indian Affairs. A database is available localities according to this index. Of the 50 locations in Quebec with the lowest index, 33 are identified as Inuit or FN territories.²²

²² INAC well-being of communities, presentation and database.

Part Three: A few trends on the labour market for Indians

The next sections will help give a perspective to previous data analysis. A reminder of the findings in the first part of this paper will situate the first half of the decade, from 2001 to 2006. Data on the labour market will be available in 2013-2014, and it is for this reason that an alternative source of information was used for this update.

In recent years, Statistics Canada has made information on Aboriginals public, although with limitations, deriving from (*Enquête sur la population active*) or *Inquiry on the active Population*. The survey excludes people living on reserves and the people who live in very remote areas, such as the Inuit. It focuses on a limited number of observations, making it difficult in the statistical interpretation, especially when our interest is mainly in Quebec. Three aboriginal groups are investigated: Indians, Métis and Inuit. In the latter case the estimates remain unreliable because the North West Territories and Yukon are excluded. Apart from this source, recent data relating to the Aboriginal labour market is virtually nonexistent.

The *Labour Force Survey* was used as a source of information to illustrate overall trends relating to the labour market of Quebec Native in 2006. The trends from 2007 to 2011 cannot be compared to those of 2001 and 2006, because they were based on data from a different time using different methodologies.

The estimates are based on a very limited number of observations, making it difficult to perform an analysis at more detailed level. Thus, it is difficult to remove the Métis Population from this investigation as they may account for half of the sample of the aboriginal population. Analysis from 2007 to 2011 will focus on key indicators of aboriginal peoples, which in this part include Indians, Métis and Inuit.

3.1 Trends from 2011 to 2006

The 15 years and over population in Quebec increase by 6% between 2001 and 2006 and continued the momentum between 2006 and 2011 with the same growth. This increase in the working age population is however, five and a half times faster among the FNI. This last pass of 41,325 in 2001 to 54,860 in 2006, and rising 32.8%, representing a change of 13,535 people. FN are growing faster (35 730-47 980), or 34.8%, than Inuit (5 595-6 880), or 23%.

During the period which extended from 2006 to 2017, a study by FNHRDCQ stipulates that Quebec's Aboriginal population will grow by 18.1% (scenario B), and growth will be even faster on reserves (31, 5%) and for the population 15 years and over (19.5%). This growth will be at a slower pace than that recorded during the years 2001 to 2006.

²³This information is not yet available for the FNI as of January 2013.

²⁴FNHRDCQ:Employment integration objectives, Chart 2.1, 2.2 and 9.2, p.5-7.

²⁵For the period 2006-2011, in FN, growth is estimated at 8.4% from 2011 to 2017, by 9.7%

Also recall the highlights of the first part of this report or the findings of Section 1.2. Census taken between 2001 and 2006 show that the labour market has adjusted to the FNI and the recovery was faster for FNI than for the entire population.

This reduction of differences was also noted by the CSLS during the period 2007-2011:

«The gap between Aboriginal and non-Aboriginal labour market indicators grew smaller in Newfoundland and Labrador, Nova Scotia, and Quebec. »¹.

The main indicators for the Indians show that they are emerging better than in 2001 and this group had the largest activity rate increase for employment and unemployment insurance. The Inuit only have a slight increase of a percentage point over the last 2001 rate (from 49.7% in 2001 to 50.8% in 2006), but their unemployment rate deteriorated from 18.7% in 2001 to 19.7% in 2006.

²⁶ F. Moar, Nine Cree Communities of Eeyou Istchee, résumé p. v.

²⁷ CSLS, Aboriginal Labour Market Performance in Canada, 2007-2011, p. 64.

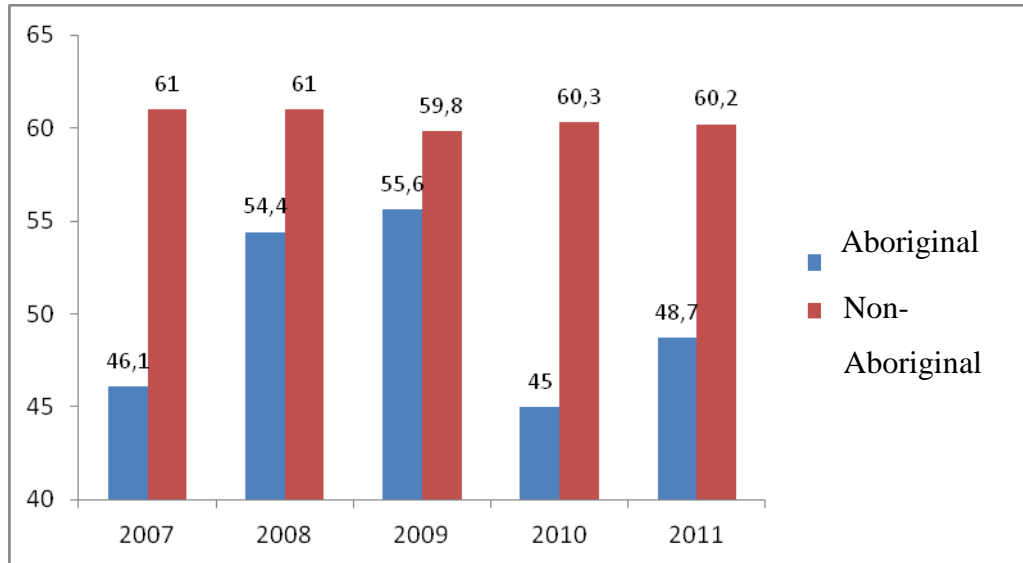
Those are the major trends from 2001 to 2006 that were reported for the first half of the decade. For the other half of the decade, it seems that reducing the gap between Aboriginal and non-Aboriginal continued in a context where the labour market, hit by a severe recession in 2009, had a significant impact on Aboriginal participation in subsequent years. Difficulties to extricate from this deep recession, which continues to affect several business partners in Quebec, may have had effects that were extended in 2012 on the Aboriginal labour market.

3.2 The trends from 2007 to 2011

According to the estimates of the *labour force survey*, the Aboriginal population has increased slightly between 2007 and 2011 in Quebec, increasing from 60,500 people aged 15 and over to 60,900, an increase of 0.7% (table A14 in the Statistical Annex). This increase was lower than those of non-aboriginal and is estimated at 4.5%. As for the active population on the labour force, a growth of 2.5% is higher without exceeding non-Aboriginal (3.7%). During this period of five years, Aboriginal employment would have grown faster or 6.5%, but has decreased in 2010 and 2011.

The 2009 recession had more affect on the Aboriginal population and was reflected in job losses in 2010, which were not recovered in 2011. As illustrated in Chart 22, the employment rate (45%) decreased in 2010 and has just barely returned to a level to that of five years ago. The activity rate also reflects a low participation to the labour market, a loss of nearly 10 percent occurred between 2009 (62.2%) and 2010 (53.2%).

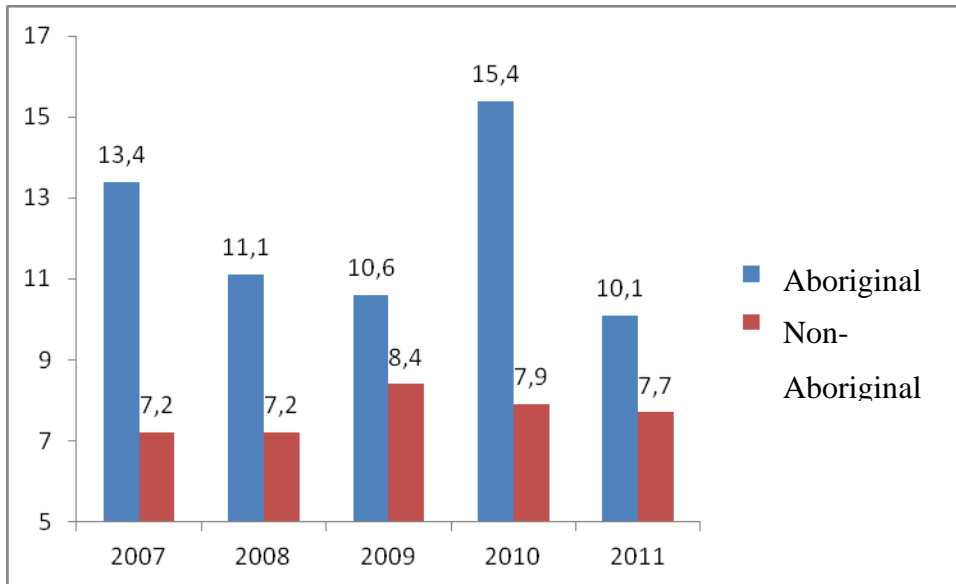
Chart 22 Employment rate by Aboriginal identity, Quebec, 2007 to 2011



Source: Statistics Canada, Labour Force Survey.

Unemployment has also made a significant jump from 10.6% in 2009 to 15.4% in 2010 down thereafter to a level of around 10% (Chart 23)

Chart 23 Unemployment rate by Aboriginal identity, Quebec, 2007 to 2011



Source: Statistics Canada, Labour Force Survey.

Despite this difficult environment prevailing on the labour market in Québec, Québec Native deviations and those elsewhere in Canada, recognized the employment rate in 2007 and those of 2011 were reduced. Thus in 2007, the employment rate of Aboriginal Quebec was 46.1%, implying a difference of almost 13 percent lower than that of natives elsewhere in Canada (59.3%). Five years later, this unfavorable variance fell nearly eight percent (48.7% versus 56.6%).

The gap in employment rates between Aboriginal and non-Aboriginal people in Quebec are far from being closed, although it has narrowed between 2007 and 2011. It was nearly 15 percent in 2007 (46.1% compared to 61%) and would be 11.5 percent in 2011 (48.7% against 60.2%). Elsewhere in Canada, differences in employment rates between Aboriginal and non-Aboriginal people have not narrowed.

In comparing the employment rate of men and aboriginal women, the evolution between 2007 and 2011 is different; the employment rate has declined among men while for women it increased. For men, it went from 54% in 2007 to 49.7% in 2011. During the same period, the female rate climbed from 38.4% to 47.8%, which significantly reduces the differences between men and Aboriginal women.

For non-Aboriginal men and women, the decline in the employment rate was higher for men (from 64.9% to 63.7%, up 1.2 percent) than for women (57.2% to 56.7%, up 0.5 percent). This downward trend has reduced the gap between the employment rates of men and women.

Part Four: the labour market for Aboriginal people in the different regions of Quebec

At the regional²⁸ level, the available data allow to distinguish each Aboriginal group or Métis, Inuit and Indians a limited way. For example, at the level of each region, it is possible to count and distinguish Métis from Aboriginal, but the data relating to labour market indicators do not offer the possibility to have the detailed information for each group, only the data aggregating all aboriginal people were published.

Across Quebec, in 2006, the Métis have higher employment and activity rates and a lower unemployment rates than those of Indians and Inuit. But their labour market indicators also show differences with the general population²⁹.

Of the 80,910 Aboriginal people 15 years and over, 77,970 are subject to regional analysis. From this total were excluded 2940 people who have responded other than a single or multiple Aboriginal origins. At first, an overview of the 17 regions enables to see the main problems in terms of participation and integration to the labour market. The analysis is then pushed one step further for three regions where are concentrated the largest number of Aboriginal, namely Northern Quebec, Outaouais and the North Shore. In two of these regions, the proportion of Aboriginal population reached major proportions (in Northern Quebec, 53.4% of the population is Aboriginal and 11.6% for the North Shore), which far exceed the entire Quebec (1.3%). In Outaouais, the share is 3.8% (Table A15 of the Statistical Annex).

²⁸Across Quebec, an estimated number of 47,980 Indians, Métis and to 22,305 Inuit in 6885, for a total of 80 910 persons aged 15 and over. The total Aboriginal population is estimated at 108,430, including 65,090 Indians, 27,980 Métis and 10,955 Inuit.

²⁹The fact of including the Métis therefore marginally improves the overall picture of Aboriginal people in administrative regions where they are more present. The differences in Labour Market indicators between Aboriginal people and the general population remain important.

4.1 Overview

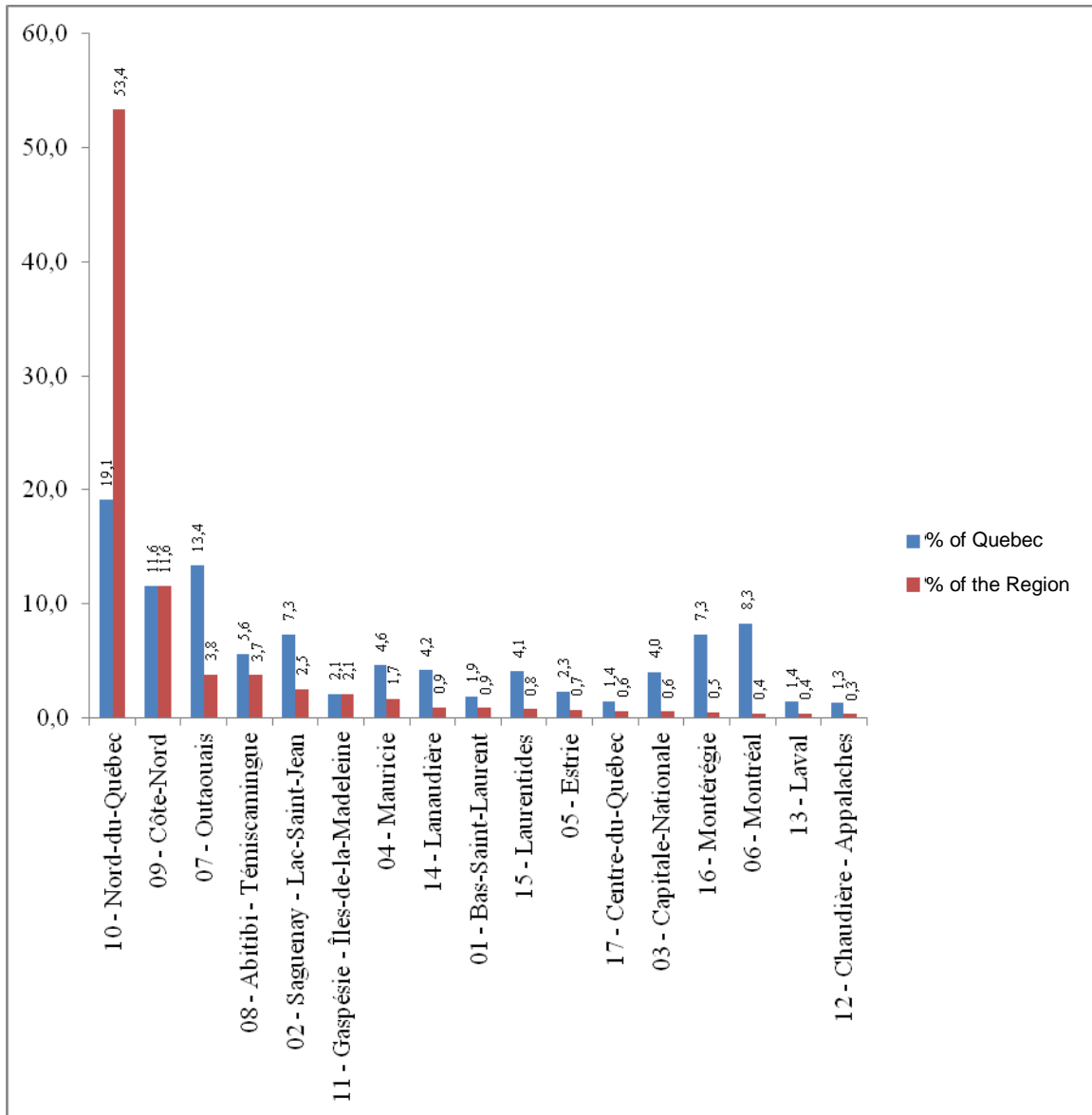
Table A16 within the Statistical Annex, a regional breakdown of the Métis, Aboriginal and FNI can see where are concentrated principally FNI and indigenous peoples. As this distribution is built with cutting health regions, we find that the total population of FNI is mainly concentrated on the James Bay Cree territories (13 559 of 80 440 of FNI in Quebec), North shore (10 145) and Nunavik (9635).

For this section, the data on Aboriginal as a whole that is to say, including the Métis, and Inuit Peoples remain the only information on the labour market at our disposal and are used to present and discuss the characteristics region.

Three regions of Quebec, namely the Northern Quebec (14,925 Aboriginal people 15 years and over, Table A15 in the Statistical Annex), Outaouais (10475) and North Shore (9 025) include 44.2% of all Aboriginal people, but their overall population represents only 6.3% of the entire population of Quebec.

Across Quebec where the Aboriginal population shows a share of 1.3% of the population, the regions mentioned above are significantly above this percentage (Chart 24).

Chart 24 Classification of regions according to the proportion of people in the region and all of Québec, Québec, 2006

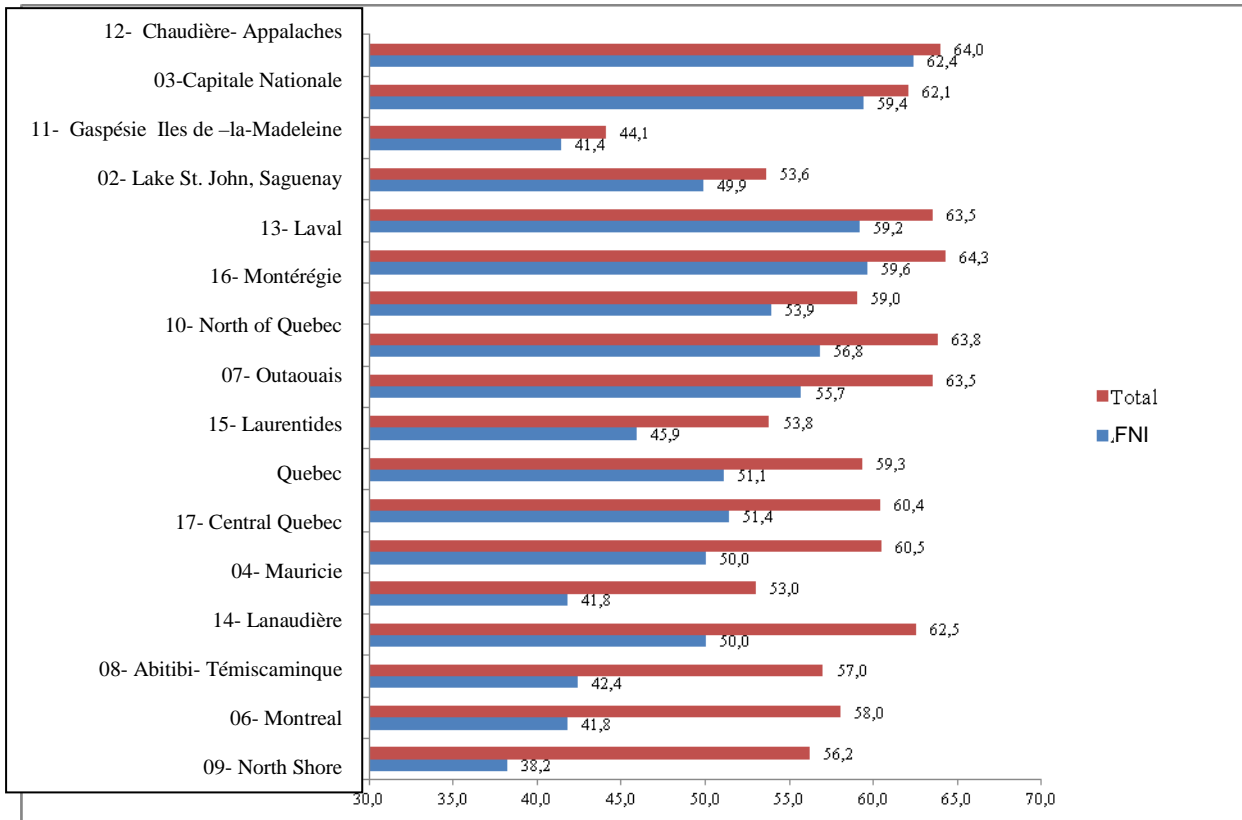


Source: Table A15 in the Statistical Annex.

The review of regional labour markets leads to find that in all 17 administrative regions, the employment rate of Aboriginal people is always lower than the overall population (Chart 25 and Table A17 in the Statistical Annex) and the unemployment rate higher. In some regions such as the North Shore (18 percent), Montreal (16.2 percent) and Abitibi-Timiskaming (14.6 percent), the gap between employment rates of Aboriginal and the general population is the highest in Quebec. It is also in the North Shore that is found the largest gap between the unemployment rate for Aboriginal people (29%) and that of the general population (12 percent, or 17 percent).

In general, the participation rate of Aboriginal peoples in Quebec is lower than the overall population. This applies to 13 out of 17 regions, but in four others, the participation rate of Aboriginal people is slightly higher than the overall population. It is the Capitale-Nationale, Gaspésie-Îles-de-la-Madeleine, Chaudière-Appalaches and Laval.

Chart 25 Ranking of regions according to the gap in employment rates between
Aboriginal people and the overall population, Quebec, 2006



Source: Table A17 in the Statistical Annex.

4.2 Northern Quebec, Outaouais and the North Shore

For each of the three areas where are mainly concentrated Aboriginal people, the focus shifts to a more local level to highlight their labor markets.

Northern Quebec

In the 2006 census, in Northern Quebec the total FNI population is estimated at 23,175 out of 39,817 people in the region. This is the highest share of all regions in Quebec, 58.2%. The majority of FNI is formed of Indians (13 550) and of most Inuit (9625 on the 10 950 that Quebec has).

Three communities dominate the region in terms of FNI population. Chissasibi (3 740, Chart 26) and Mistissini (2 790), which are found almost exclusively Indians. The third largest community is an Inuit village (Kuujjuaq) with 1650 people.

Two of these communities, Mistissini and Kuujjuaq, display indicators of the labour market, that is to say their activity and employment rates (Chart 27) which are greater than those of aboriginal people of their region or across Quebec. But the unemployment rate remains high at 19.1% and 15.9% respectively (Chart 28).

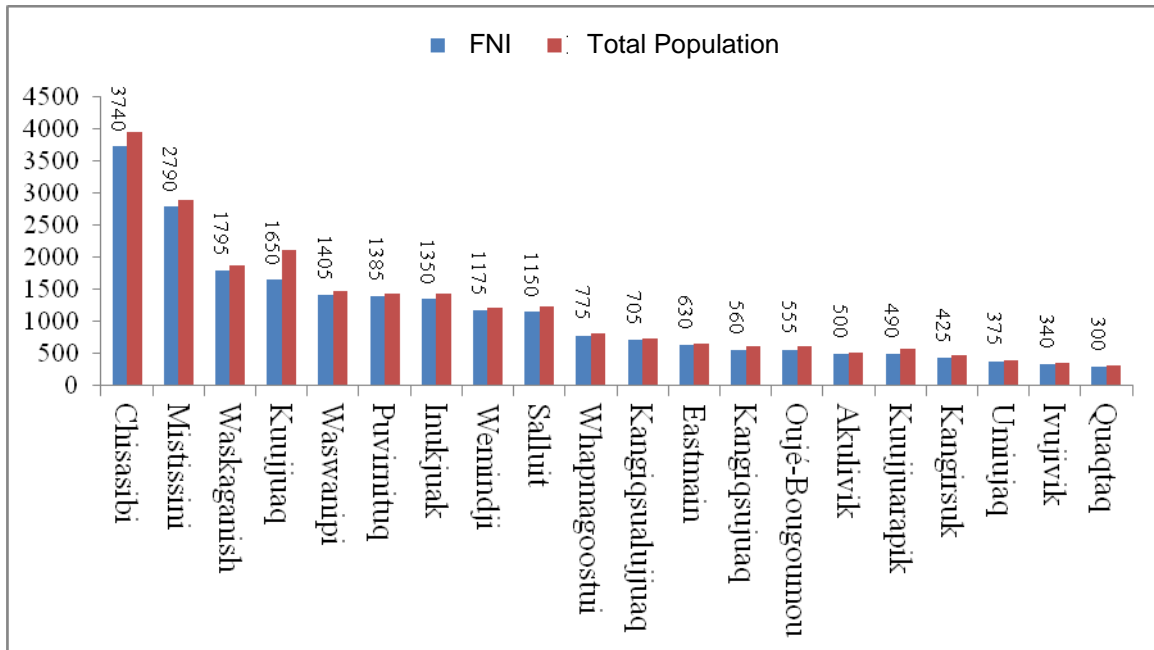
The main sectors of economic activity in which people are employed in the three communities include:

Chissasibi: health care and social services, and other services, primary industries and construction;

Mistissini: primary industries, health care and social services and education;

Kuujjuaq: other services and health care and social services.

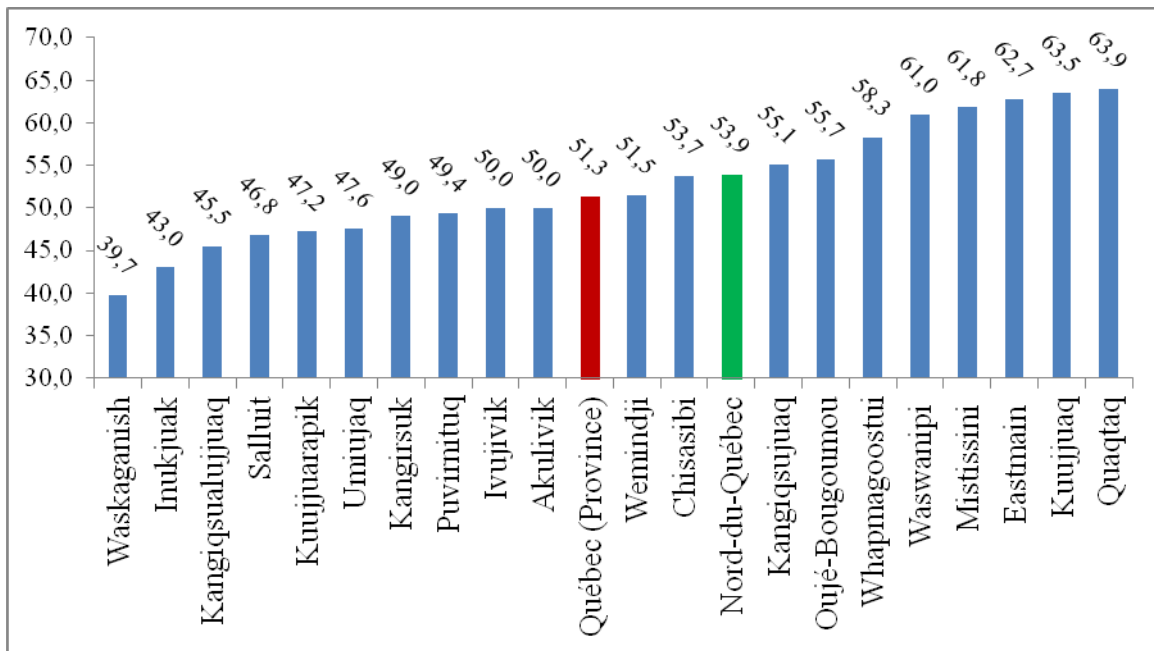
Chart 26 Ranking of localities according to the number of FNI, Northern Quebec, 2006



Source: Statistics Canada, 2006 Census.

Certain localities in Northern Quebec are afflicted by a labour market that is far from their full potential. Low levels of activity combined with employment rates of the same order and unemployment rates often higher than those of the Aboriginal people from their region or across Quebec.

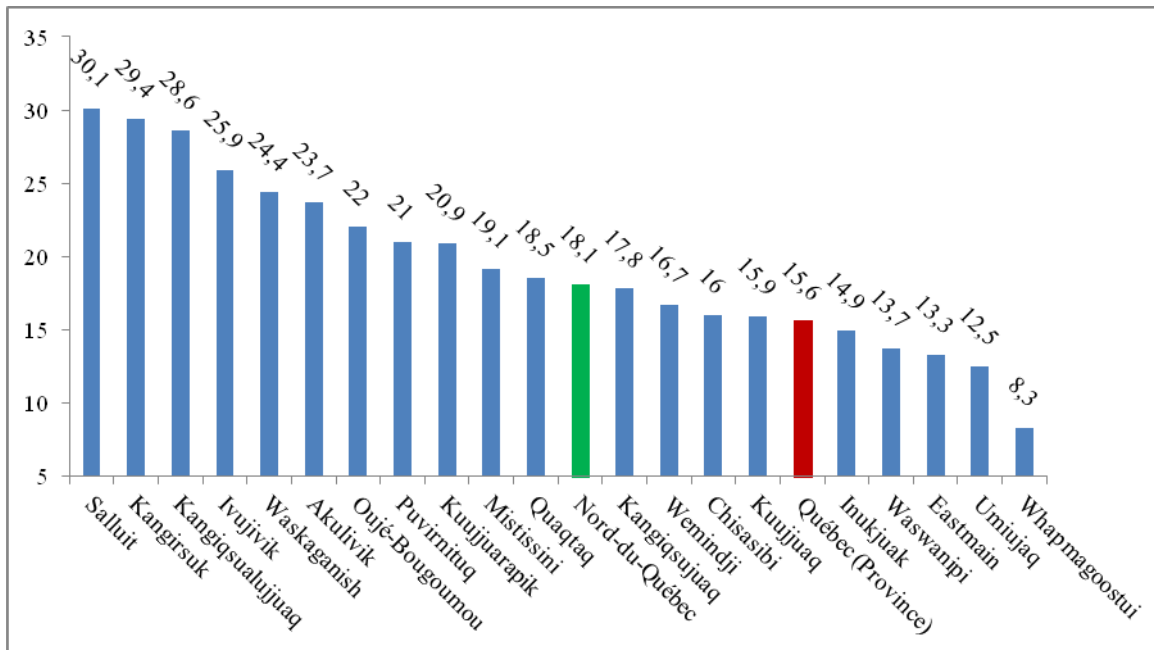
Chart 27 Employment rates of Northern Québec communities, 2006



Source: Statistics Canada, 2006 Census.

These communities are formed essentially of Inuit communities and include, among others, Waskaganish, Inukjuak, Kangiqsualujuaq and Salluit

Chart 28 Unemployment rates of communities in Northern Quebec, 2006



Source: Statistics Canada, 2006 Census.

The Kativik Regional Government, in its last survey on employment in Nunavik in 2011, speaks of the mining boom and its effects:

"The labour market in Nunavik has not ceased to grow since the Kativik Regional Government began conducting job surveys. Since 2005, the number of full-time jobs had doubled compared with 1993, and the same observation may be made through comparison of the 1998 to 2011 job survey. During this latest period, the number of jobs has increased by 98%.

*Notwithstanding, the very high growth of jobs in the mining sector has distorted the structure of the labour market: on the one hand, most jobs in the communities are held by Inuit workers while, on the other hand, the jobs at the mining sites are largely held by workers from outside of the region."*³

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³⁰ KRG, *Jobs in Nunavik*, p.58

A detailed picture of the Northern Quebec region joined the findings made in this region:

"Under education affects slightly more than a third of the Jamesian population and half of Aboriginal people. As for Aboriginal people, depending on the community, the unemployment rate in 2006 ranged from 7.6% to 28% and the participation rate, from 86.4% to 54%...

The majority of Cree villages have a participation rate similar to or greater than the whole of Quebec, except Waskaganish and Wemindji. However, a little less than half of them have a lower employment rate than the whole of Quebec and Northern Quebec. Whapmagoostui also records the lowest unemployment rate (7.6%) followed by Nemiscau (10.8%). In all other Cree villages, the labour market situation in 2006 was less favorable with an unemployment rate higher than that of the region, ranging between 13.7% and 22.6%. Among the Inuit villages, all those who are served by the CLE of Kuujjuak had higher activity rates than the overall region, while the opposite is observed in the villages served by the CLE of Inukjuak an activity rate inferior than the entire region except for Ivujivik. For Inuit villages served by the CLE of Kuujjuak and half of the villages served by the CLE Inukjuak, the employment rate is lower than that of the overall region."³¹

³¹ Centre d'études collégiales à Chibougamau, *Socio-économique profile Northern Quebec*, p. 12 and p.91

A particular phenomenon affects the northern regions. Even if no precise data exists on this subject for Northern Quebec, the information that applies to similar territories indicates that these populations are facing higher cost of living. A 2008 study estimated that the cost of living in cities like Whitehorse and Yellowknife is 33% higher than the Canadian average.³² This information was also conveyed by the Deputy of Ungava. Higher cost of living causes poverty, wages and labour costs are rising and actual revenues decrease.

Outaouais

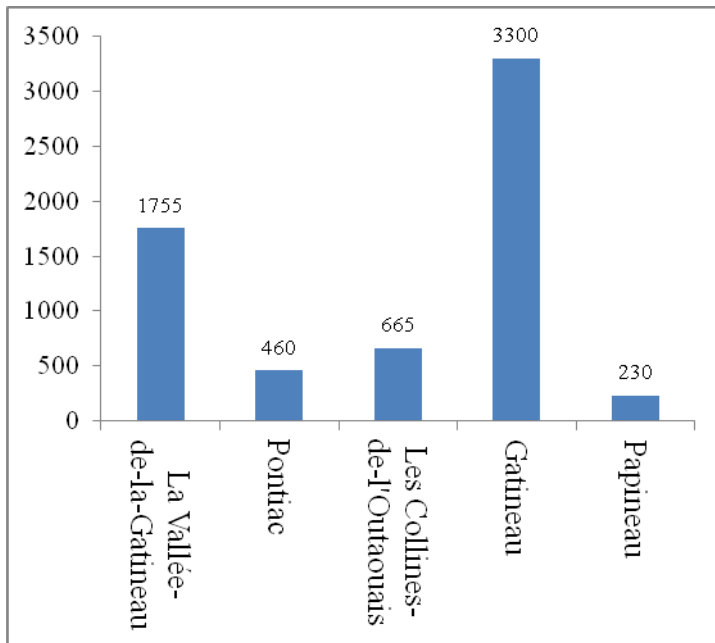
In the Outaouais region, the population is estimated at around 341 000 people in 2006, counts among its ranks 6 410 FNI, mainly Indians and 4 210 of them are registered Indians. They are located in Gatineau (3300 FNI of a total of 242 124 people, or 1.4% of the population, charts 29 and 30), the Vallée-de-la-Gatineau (1755 to 20,518, or 8.6%), Pontiac (1 485 14 586, or 3.2%), the Collines de l'Outaouais (665 of 42,005, or 1.6%) and Papineau (230 out of 21,863, or 1.1%).

³²Emmanuel Preville, High cost of living for people in remote areas, Library of Parliament, In Brief, p. 1.

³³http://pq.org/actualite/videos/plan_nord_deja_compromis_par_le_cout_de_la_vie_dans_le_nord_du_quebec

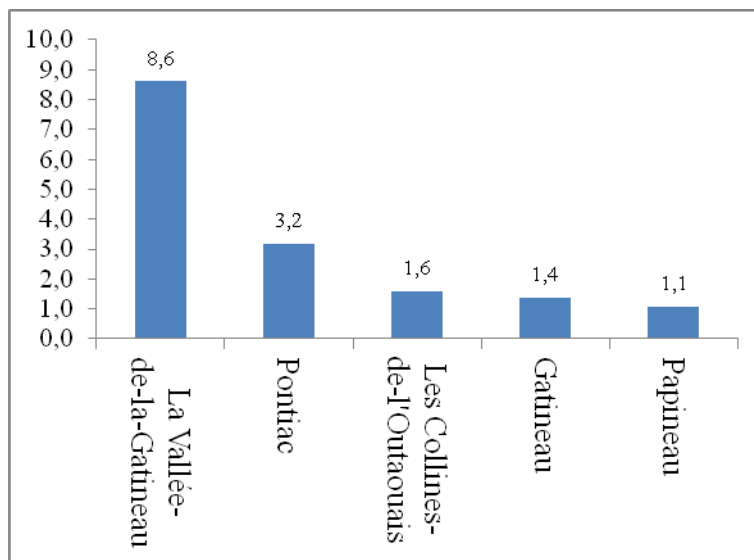
³⁴If, in the Aboriginal population the Métis were included, it would increase by 6300 people, that is to say 2590 in Gatineau, 1565 in the Vallée-de-la-Gatineau, 1485 in Pontiac, 550 Collines-de-l'Outaouais and 110 in Papineau.

Chart 29 Distribution (N) of FNI by sub-regions of Outaouais, 2006



Source: Statistics Canada, 2006 Census.

Chart 30 Rate of presence of FNI (%) of FNI by sub-regions of Outaouais, 2006



Source: Statistics Canada, 2006 Census.

Overall, differences between the labour market indicators for the Aboriginal population compared to the general population. Thus 7 percent (56.8% versus 63.8%) separate employment rates of the two groups. A similar gap is observable also in the unemployment rate (13.6% versus 6.3%).

The two sub-regions of Outaouais have the labour market where indicators show a significant under-use, are also territories where the presence of FNI is among the highest in the region.

The Vallée-de-la-Gatineau, with an employment rate of 43.7% (Chart 31) and an unemployment rate of 25.7% (Chart 32), combined with an activity rate of 58.9 % gets the worst results in the region for labour market integration of Aboriginal people.

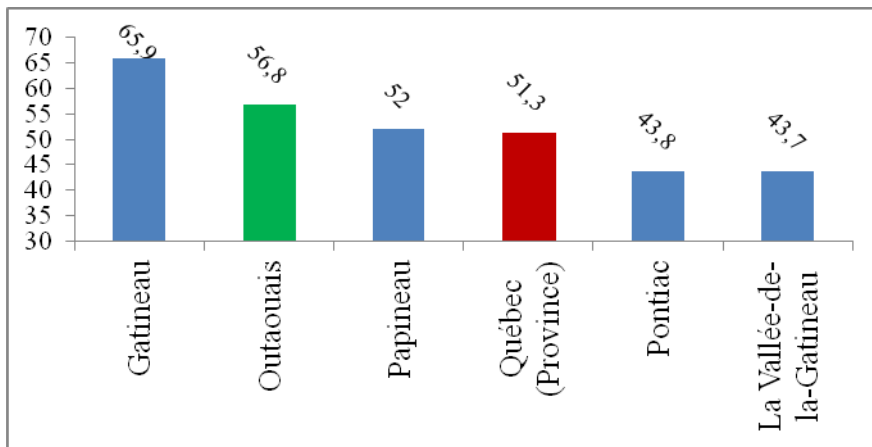
The few 1475 Aboriginal workers of this territory work primarily in other services, business services, health care and social services and primary industries.

Pontiac is found with roughly the same situation as the previous sub-region, with a low employment rate (43.8%) and unemployment affecting the fifth of its population (20.8%), which implies low participation in the labour market.

³⁵Data on Aboriginal labour market indicators include the Métis people in quoted rates.

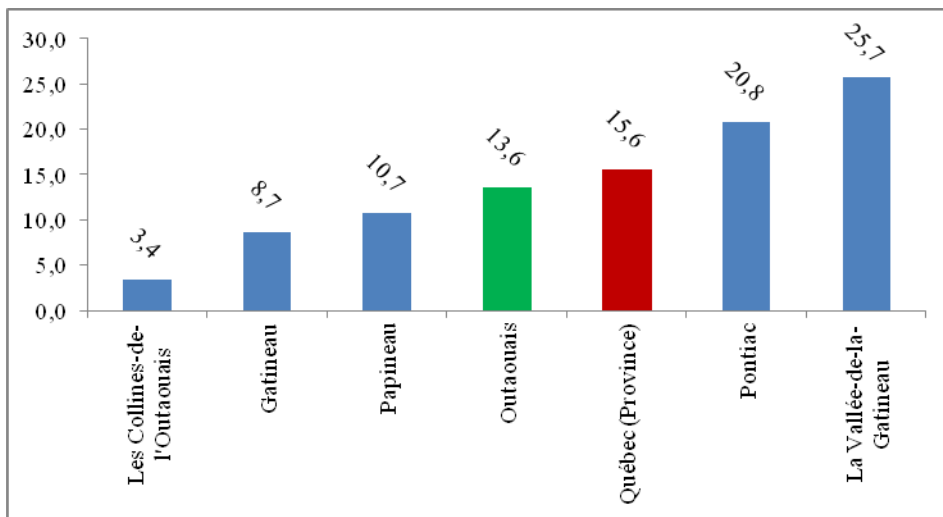
The 915 Aboriginal workers of Pontiac are mainly found in other services, manufacturing, business services, health care and social services and construction.

Chart 31 Employment rate (%) of Aboriginal by sub-regions of Outaouais, 2006



Source: Statistics Canada, 2006 Census.

Chart 32 Unemployment rate (%) of Aboriginal by sub-regions of Outaouais, 2006



Source: Statistics Canada, 2006 Census.

More than a third (35.3%) of Aboriginal in Outaouais has no certificate or diploma, in Pontiac (43.2%) and the Vallée-de-la-Gatineau (39.3%), these shares are even higher.

The North Shore

The FNI total population of the North Shore is estimated at 9925 in 2006 for a total population of 95911, that is to say an attendance rate of 10.3%. This population consists mainly of Indians (9740) and Inuit (180).

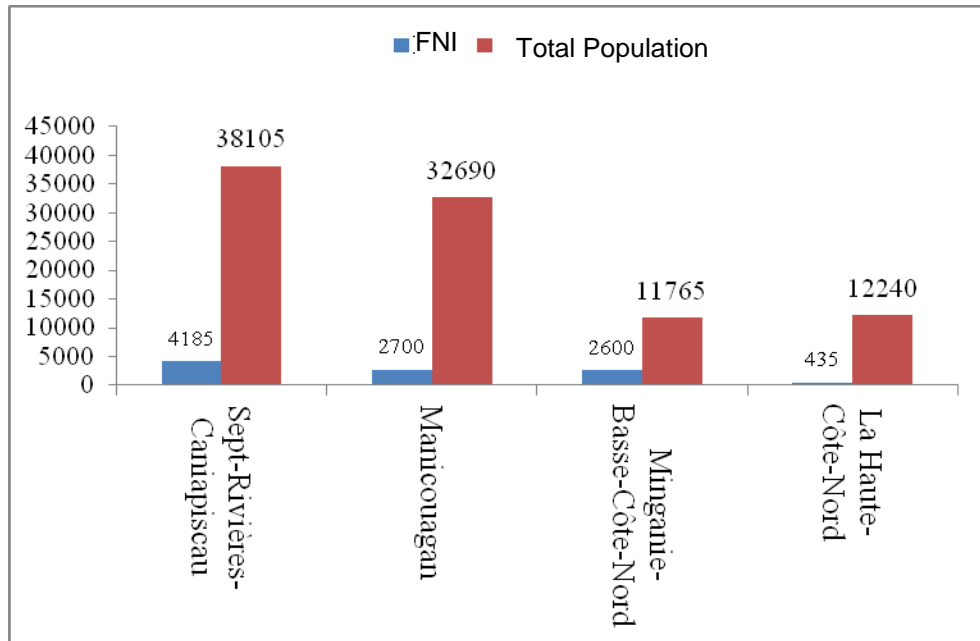
Three sub-regions grouping the most of FNI are Sept-Rivières / Caniapiscou (4185 of 38,195, or 11% of this region, Chart 33), Manicouagan (2700 of 32,690, or 8.3%) and Minganie / Lower North Shore (2600 to 11,765, or 22.1%).

These three sub-regions are particularly disadvantaged with low employment and activity rates (Chart 34) and high unemployment rates (Chart 35).

In the North Shore region, the differences between the labour market indicators for the Aboriginal population and those of the general population are among the highest in Quebec. They reach 18 percent of employment rate 17 percent in the unemployment rate and 9.9 percent in the activity rate.

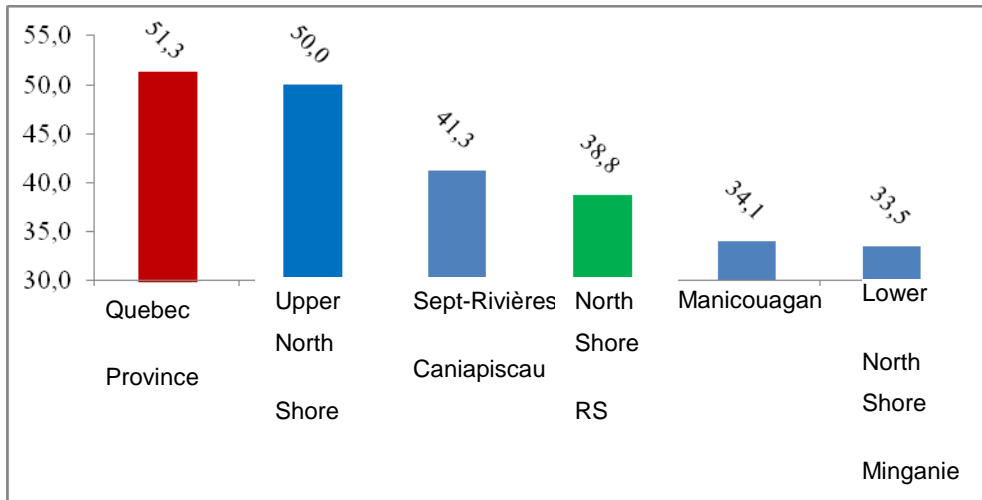
³⁶The total number of Aboriginal people is estimated at 12 735 and if the 2590 Métis people are included.

Chart 33 Distribution (N) of FNI and the population by sub-regions of the North Shore, 2006



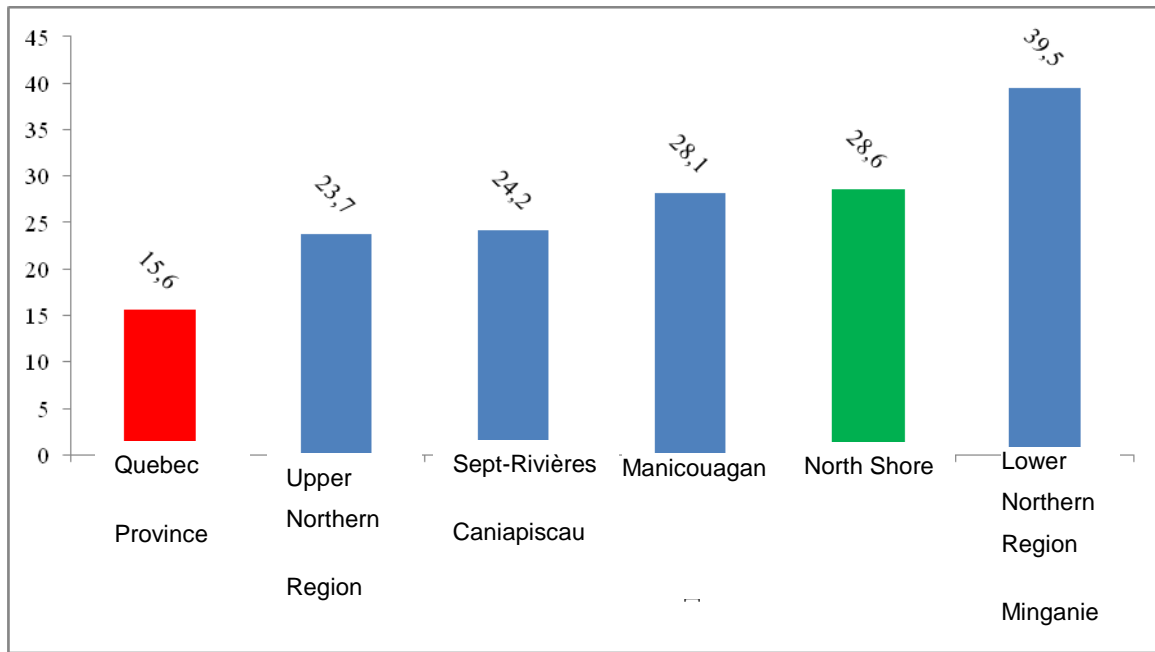
Source: Statistics Canada, 2006 Census.

Chart 34 Employment rate of FNI population of the North Shore sub-regions 2006.



Source: Statistics Canada, 2006 Census.

Table 35 Employment Insurance rate for FNI population of the North Shore sub-regions, 2006.



A very large part of the Aboriginal population of the North Shore has no diploma or certificate, three out of five (59.4%). The two sub-regions Sept-Rivières / Caniapiscou (60.2%) and Manicouagan (59.8%) have such low rates. Minganie / Lower North Shore (70.2%) is even more disadvantaged in education of the Aboriginal population.

CONCLUSION

In Quebec, the First Nations and Inuit people in the labour market have to face several disadvantages and obstacles when entering the labour market and want to get a job. Access to jobs requiring high skills or not, as job retention on the labour market have been analyzed in this study and were examined from several angles.

For several years, the FNI population is growing rapidly, causing additional challenges to their integration into the labour market. This rapid population growth affects the demand for government services such as education, health, social services, labor, to which the offer pained and is slow to adjust.

The low level of education is another challenge to which is grafted a high rate of dropout and low graduation rates. Even the FNI younger generations (15 to 44) make only a small proportion of first high school diploma and join the ranks for very few academics. Years of accumulated delay in this respect and effort required to reduce the deficit tuition illustrate the magnitude of the task required to improve the skills of FNI who want to get a job with higher qualifications. Even the younger generations of PNI (15 to 44) do not get that small proportion a first high school diploma and join the ranks very few academics. Years of accumulated delay in this respect and the effort required to reducing this deficit education illustrate the magnitude of the task required to enhance the skills of FNI who want to access employment with higher qualifications.

The trends on the labor market, either from 2001 to 2006 or from 2007 to 2011, indicates that the situation is struggling to improve for FNI and increased resources will be needed to reduce the gaps in the participation in labor market and improve the potential and utilization of this workforce accelerated growth.

Other obstacles stand the FIP. Language barriers may be elevated when it comes to a position requiring French or to hone his skills in this language. The location of FNI may also impose severe limits to their participation in the labour market. The rarity of jobs available in many northern communities and the weakness of local employment structures in many reserves or Indian territories, often located at high distances away from larger urban centers, require greater territorial mobility to get out of underemployment and unemployment.

Certain regions or communities in Quebec are confronted with more significant differences in the indicators of the labor market regarding FNI and their entire population. These differences require more intensive intervention efforts. From the more detailed portrait that has been produced in three regions of Quebec where concentrates a significant proportion of FNI, it was possible to illustrate the important differences intercommunity, reflecting the thereby the use much far from an optimum of local manpower. High unemployment rates and low employment rates cohabiting give an idea of the magnitude of the gaps to be filled.

The strategy aimed at take corrective action to this state of affairs will therefore interest include major areas related to training and employment integration and fit into a comprehensive approach to solving problems related to sub-development in social and economic matters.

The development of human capital FNI will also take into account three components, namely first, catching up with the accumulated historical backwardness, secondly, the recovery of the current situation in many communities and thirdly, the response to future needs the rapidly expanding population.

Young FNI, whose dropout proportion is high and do not complete high school are more unemployed and end up with a lower employment rate than of all young people in Quebec. They have to overcome significant obstacles to return to training or on the labour market. The small work experience and insufficient skills acquired limit them in their integration process and access to employment. To remedy to this problem experienced by young people, encouraging school retention, access to college and university, they become part of the solution with the development of innovative ways to encourage the implementation of job placement experience and training for people on the job.

The demand for workers by employers often faces a workforce unskilled and few when it comes to filling positions more qualified. These pools require more limited opening to resolve these difficulties in hiring and promotion of PNI. Various incentives and means could be developed to support the awareness of employers and workers' organizations in order to obtain their collaboration and ensure a better integration and use of the potential of PNI. An extension or reinforcement programs and equal access to employment equity could also support this disadvantaged group.

The development of human capital FNI will have also to take into account three components, namely first, catching up with the accumulated historical delay, secondly, the recovery of the current situation in many communities and thirdly, the answer to the future needs of rapidly expanding population.

Young FNI, with a large proportion of school dropping out and does not complete high school are unemployed more and end up with a lower employment rate than all young people in Quebec. They will have to overcome significant obstacles to return to training or on the labor market. Low work experience and skills acquired insufficient limit them in their integration process and access to employment. To remedy this problem experienced by young people, encouraging retention, access to college and university, become part of the solution with the development of innovative ways to encourage setting up of experience placements work and training activities for persons in the job.

The demand for workers by employers often faces a workforce unskilled and in restricted number when it comes to fill positions more qualified. These pools require more limited opening to resolve these difficulties in hiring and promotion of PNI. Various incentives and means could be developed to support the awareness of employers and workers' organizations to obtain their cooperation and better integration and use of the potential of PNI. An extension or strengthening programs and equal access to employment equity could also support this disadvantaged group.

As the differences observed in the various labor market indicators have been quite high, the strategy could also develop realistic objectives to reduce these differences within a reasonable time. To ensure achieving the desired results, setting up of mechanisms for monitoring and accountability improved, as well as the development of information on the labor market better quality both in terms of regions and communities than that of the whole of Quebec, will help to support the effectiveness of interventions deployed. The development of a system of projection needs in Aboriginal workforce and the analysis of information from various survey and census as those already available in the various administrative records available could develop complete tools for development of a strategy.

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Avenues for interventions proposed by various authors and organizations

To improve the offer of workforce

All agree that the adult general education remains an essential element for First Nations and Inuit. This is a niche in which Quebec could certainly act a priority. FNILMAC, first opinion, p.10.

It is essential to deal with the skills gap between Aboriginals and non-Aboriginals in Canada if we want to develop the human capital needed to fill well paid jobs in the natural resource sector. (Policy Forum, p.15)

Increase opportunities in terms of schools and higher education for Aboriginal communities, as well as innovative and flexible approaches such as online programs or in the community and partnerships with industry for training. Greater access to funding and more opportunities on site are required to increase the level of education of Aboriginal youth ... It is through the collaboration of Aboriginal communities, industry and provincial governments that will pave the way for innovative programs. (Policy Forum, p.17)

Incorporate pre and post-employment training in the training and upgrading programs. Develop the skills needed to succeed in the labour market will improve the success rate of existing training programs. (Policy Forum, p.28)

Support education, particularly in Postsecondary Education, basic and advanced, is essential for communities and entrepreneurs to acquire the essential skills, financial literacy and business acumen. The support of school education and improved access to postsecondary education (through scholarships, work-study and internships, for example) would improve the success rate in studies. (Policy Forum, p.28)

Expand training and education: There are in the Northern Training Partnership successful among governments, industry and communities. These programs, often created through MOUs could be models for communities and businesses interested by the skills development of potential employees. Other post-secondary opportunities are necessary for the North industry to gain in maturity and require more and more professionals. (Policy Forum, p.28)

Education and training are the two main means for reducing the gap between the labor demand and the local supply of workforce in Nunavik. With a dropout rate of high school more than 90% in the regular sector, vocational training constitutes the best solution in many areas. (ARK, p.60)

Given the dropout rate, most young people will need training to find a stable job. If it were possible to offer more programs in Nunavik College (CEGEP), young people would certainly be more encouraged to continue their studies. (ARK, p.60)

Strategies that can help improve the recruitment, hiring, and retention of Aboriginal workers include improvement in the educational outcomes of the Aboriginal population; promotion of better understanding of the Aboriginal population among the non-Aboriginal population; simplification of points of contact between Aboriginal organizations and employers; and increased opportunities for the sharing of best practices among Aboriginal employment organizations. (Conference Board, p. i)

Aboriginal workers in Canada face a variety of barriers to successful integration in the workforce. Lack of appropriate literacy and language skills is often a key barrier preventing Aboriginal workers from achieving their workforce potential.

Aboriginal workers are often unable to overcome the literacy barrier and develop their skills to “job standard” levels without assistance (i.e., workplace standards of at least International Adult Literacy Survey [IALS] Level 3). Racism is also a challenge facing Aboriginal workers in Canada. (Conference Board, p.5)

Many of these comments are concrete ways that can lead to a better integration of the workforce. The most frequent comments revolve around the following elements:

- Offer meaningful employment for Crees (74 mentions)
- Provide training in English and nearby (52 mentions)
- Provide affordable housing and quality (38 mentions)
- Combating racism and prejudice towards the Crees (9 mentions) (Business Services, Centre College, p. 62)

It also appears from this study that Cree workers with higher level of education (college and university) will have little incentive to come to work in James Bay due to higher wage compensation on skills in their communities. (Business Services, Centre College, p. 62)

In light of this survey we believe that certain structures could be put in place to facilitate the integration of migrant Cree workers of the communities:

- French courses into business for Cree workers;
- A structure of public transportation between Inland Cree communities and cities of Chibougamau / Chapais;
- A resource in integration of newcomers Cree in Jamesian cities. (Business Services, Centre College, p. 62)

Aiming to improve the demand for manpower

Women Building Futures, Edmonton, offers scholarships to support pre-employment training for Aboriginal women in the building industry and construction. (Policy Forum, p.32)

More School, a scholarship program offered by Enbridge, provides financing to schools from kindergarten to Grade 12 to help provide extracurricular activities and school to encourage the participation of Aboriginal youth and to increase the percentage of young people finish their studies. (Policy Forum, p.32)

Scholarship programs to help students cope with the incremental costs associated with training and education. The grants would be used to support education and training by providing recipients funding for a wider range of related needs such as childcare or travel costs. (Policy Forum, p.32)

Shell Canada has made the development of an authentic participation a priority for its employees by providing opportunities for cultural exchange and training. Weeks awareness of Aboriginal culture, are organized regularly to provide staff the opportunity to discover the culture and traditions of indigenous communities. Shell staff also has the opportunity to participate in treaty ceremonies and build relationships through an Aboriginal network on the scale of society. (Policy Forum, p.32)

The educational attainment of Canada's Aboriginal population lags behind its non-Aboriginal population—a lack of qualifications, skills, education, and work experience are the most significant issues employers face when attracting and hiring Aboriginal workers. Challenges reaching out to potential Aboriginal workers and worker reluctance to move away from home communities for work also impede the successful recruitment of Aboriginal workers. The most common work performance issues that employers experience with Aboriginal workers relate to the skills, attitudes, and behaviors needed for the workplace. The most significant issues employers face in retaining Aboriginal workers are dissatisfaction with career and skills development and cultural issues (e.g., racism and misunderstandings between Aboriginal and non-Aboriginal workers). (Conference Board, p. ii)

Canadian employers use a variety of tools and strategies to recruit Aboriginal workers, including advertising; local employment centers; educational institutions; community organizations; band or treaty organizations; internships or job placement programs; and Aboriginal labour market development organizations. Many businesses that actively recruit Aboriginal workers also have strategies in place to ensure the retention of these workers: Aboriginal friendly workplace programs and/or policies; learning and development opportunities; competitive compensation and benefits; providing time for Aboriginal workers to participate in seasonal or traditional activities; and mentorship programs. (Conference Board, p. ii)

Consistently poor educational outcomes and a lack of work experience are significant impediments to Aboriginal Peoples success in the workforce—therefore; efforts to increase both secondary and post-secondary educational attainment among the Aboriginal population are called for. Aboriginal employment organizations (e.g., Aboriginal Skills and Employment Training Strategy [ASETS] Agreement Holders) have limited opportunities to share best practices and learn from one another. Increasing opportunities for them to share knowledge and information would enhance their ability to assist Aboriginal workers. Some employers have difficulty engaging Aboriginal workers because of the complex web of Aboriginal organization networks that exist in Canada—better coordination of information and services among Aboriginal organizations could make it easier for employers to engage Aboriginal workers. Cultural awareness programs can help to overcome racism and misunderstandings in the workplace. (Conference Board, p. ii)

Positive stories about Aboriginal people generated by the media, governments, and industry can help to create better cultural understandings outside the workplace. (Conference Board, p. ii)

For actors in the labor market

That Quebec strongly encourages regional actors such as regional councils of labor market partners to develop appropriate mechanisms to ensure the full participation of First Nations and Inuit labor market. FNILMAC: Recommendation 6, the first notice

Quebec requires that all actors in the labor market a firm commitment to take all means to encourage participation and retention in employment of First Nations and Inuit who wish to participate in the labor market of Quebec. FNILMAC: Recommendation 7, the first opinion.

We need more data to create labor market programs that are effective and to ensure that existing programs meet the needs of the labor market. A database of skills or another mapping tool is a solution to better match training programs and the needs of the labor market. (Policy Forum, p.15)

Create an integrated system of matching human resources to map out data on the needs of the sector and those on talent communities. Mapping supply and demand manpower in the short term and for the duration of the proposed projects is a way to better match the training needs of the sector and ... The collaboration and data sharing between governments, industry and Aboriginal communities are also needed. (Policy Forum, p.17)

Create regional centers and sectoral to take advantage the work performed by industry, governments and communities. Collaborative initiatives involving industry, governments and Aboriginal communities are important for enabling the alignment of objectives and programs to increase participation in the labor market.

These centers could be established jointly by industry associations, governments and Aboriginal communities as well as existing Aboriginal institutions. (Policy Forum, p.17)

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Table A1: Distribution (N) total population and population aged 15 years and over by identity (including First Nations and Inuit) and by province, Canada, 2006.

Province	Total population		Aboriginal identity		FNI (Indians & Inuit)		Indians		Inuit		Métis		Other aboriginal identity		No Aboriginal identity	
	Total	15 years and over	Total	15 years and over	Total	15 years and over	Total	15 years and over	Total	15 years and over	Total	15 years and over	Total	15 years and over	Total	15 years and over
Newfoundland-Labrador	500610	422390	23450	18050	12480	9495	7765	5890	4715	3605	6475	5000	4495	3555	477155	404335
Prince Edward Island	134205	110205	1730	1130	1255	795	1225	790	30	5	385	255	90	80	132475	109075
Nova Scotia	903090	756595	24175	17870	15560	10805	15240	10535	320	270	7685	6250	930	815	878915	738720
Nouveau-Brunswick	719650	601425	17655	13205	12565	8880	12380	8740	185	140	4275	3620	815	705	702000	588225
Quebec	7435905	6184490	108430	80910	76045	54865	65090	47980	10955	6885	27980	22305	4405	3740	7327475	6103580
Ontario	12028895	9819420	242490	178165	160435	113275	158395	111925	2040	1350	73610	58185	8445	6705	11786405	9641255
Manitoba	1133515	908450	175395	117200	101205	63565	100645	63185	560	380	71805	52090	2385	1545	958115	791245
Saskatchewan	953850	766235	141890	91295	91615	55755	91400	55610	215	145	48115	34215	2160	1325	811960	674940
Alberta	3256355	2625140	188365	129745	98890	64695	97280	63600	1610	1095	85495	62080	3980	2970	3067990	2495400
British Columbia	4074385	3394910	196075	140825	130370	92045	129575	91485	795	560	59445	43995	6260	4785	3878305	3254080
Yukon Territory	30190	24490	7580	5520	6535	4760	6280	4585	255	175	805	620	240	140	22610	18970
Northwest Territories	41055	31135	20635	14470	16800	11690	12640	8835	4160	2855	3580	2620	255	160	20420	16670
Nunavut	29165	19235	24915	15505	24740	15385	100	75	24640	15310	125	95	50	25	4410	3835
Canada	31241030	25664225	1172790	823890	748505	506005	698025	473235	50480	32770	389780	291330	34505	26555	30068245	24840340

Source: Statistics Canada, 2006 Census.

Table A2: Key indicators of the labor market (% rate) by specific groups of Aboriginal and non-Aboriginal and by province, Canada, 2006

	Total			Indian identity			FNI			Indian			Inuit			Métis			Population with no Indian identity	
	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
Newfoundland and Labrador	58,9	47,9	18,6	60,8	42,5	30,1	58,0	40,9	29,4	57,2	40,5	29,2	59,2	41,6	29,7	67,0	46,0	31,3	58,8	
Prince Edward Island	68,2	60,7	11,1	72,1	59,7	17,2	70,6	56,9	19,5	71,5	57,6	19,5	0,0	0,0	0,0	72,0	62,0	13,9	68,2	
Nova Scotia	62,9	57,2	9,1	63,0	53,2	15,5	60,1	49,3	17,9	59,8	48,8	18,3	72,2	66,7	7,7	67,7	59,5	12,2	62,9	
New Brunswick	63,7	57,3	10,0	62,7	49,7	20,8	63,5	49,4	22,1	63,6	49,4	22,2	60,7	53,6	11,8	61,7	49,4	19,7	63,7	
Quebec	64,9	60,4	7,0	60,8	51,3	15,6	60,4	50,7	16,1	60,0	50,7	15,5	63,3	50,8	19,7	62,2	53,3	14,4	65,0	
Ontario	67,1	62,8	6,4	64,6	56,7	12,3	62,8	54,1	13,9	62,8	54,1	13,8	64,8	55,2	15,4	68,5	61,6	10,1	67,1	
Manitoba	67,3	63,6	5,5	59,2	50,1	15,4	49,5	38,1	22,9	49,4	38,1	22,9	58,4	46,8	17,8	70,9	64,5	9,1	68,5	
Saskatchewan	68,4	64,6	5,6	56,4	46,1	18,2	49,1	36,9	24,9	49,0	36,8	24,9	82,8	62,1	25,0	68,2	61,0	10,6	70,1	
Alberta	74,0	70,9	4,3	68,3	60,8	11,1	62,3	52,5	15,7	62,1	52,3	15,8	73,1	65,3	10,0	74,7	69,3	7,1	74,3	
British Columbia	65,6	61,6	6,0	65,0	55,3	15,0	62,2	51,0	18,0	62,2	51,0	18,0	67,9	63,4	6,6	71,1	64,4	9,4	65,6	
Yukon Territory	78,1	70,7	9,4	70,7	55,3	21,9	69,6	52,8	24,1	70,2	53,2	24,2	55,9	44,1	21,1	77,2	69,9	8,4	80,2	
Northwest Territories	76,5	68,6	10,4	65,3	52,2	20,1	62,9	48,5	22,9	62,5	48,0	23,1	64,3	50,1	22,3	75,6	67,9	10,1	86,2	
Nunavut	65,3	55,2	15,6	59,1	47,2	20,1	58,9	47,0	20,3	81,2	68,8	15,4	58,8	46,8	20,3	85,0	80,0	11,8	90,4	
Canada	66,8	62,4	6,6	63,0	53,7	14,8	59,0	48,3	18,2	58,8	48,2	18,0	61,3	48,9	20,3	70,1	63,1	10,0	66,9	

Source: Statistics Canada, 2006 Census.

Table A3 : Key indicators of the labor market (and N rate in %) by groups of Aboriginal and non-Aboriginal, Quebec, 2001 and 2006

	2001						2006					
	Total	Indian identity	FNI	Indians	Inuit	Métis	Total	Indian identity	FNI	Indians	Inuit	Métis
Total population 15 years and more	5832345	55890	41325	35730	5595	12035	6184490	80910	54860	47980	6880	22305
Active population	3742485	32260	23495	20080	3415	7320	4015200	49200	33125	28770	4355	13880
Employed	3434265	26305	18940	16160	2780	6090	3735505	41525	27805	24310	3495	11880
Unemployed	308220	5960	4565	3925	640	1230	279695	7675	5320	4460	860	1995
Inactive	2089865	23630	17830	15650	2180	4710	2169285	31710	21735	19205	2530	8425
Participation rate	64,2	57,7	56,9	56,2	61,0	60,8	64,9	60,8	60,4	60	63,3	62,2
Employment rate	58,9	47,1	45,8	45,2	49,7	50,6	60,4	51,3	50,7	50,7	50,8	53,3
Unemployment rate	8,2	18,5	19,4	19,5	18,7	16,8	7,0	15,6	16,1	15,5	19,7	14,4

Source: Statistics Canada, 2001 and 2006 Census.

Table A4: Key indicators of the labor market (and N rate in %) for Indians and Inuit by region of residence, Quebec, 2006

	Indians								Inuit							
	Population 15 years and over	Active population	Employed	Unemployed	Inactive	Participation rate	Employment rate	Unemployment rate	Population 15 years and over	Active population	Employed	Unemployed	Inactive	Participation rate	Employment rate	Unemployment rate
On reserve	22205	12795	9970	2820	9410	57,6	44,9	22,0	45	25	20	0	20	55,6	44,4	0,0
Rural region	6510	3965	3485	480	2540	60,9	53,5	12,1	6055	3905	3090	805	2155	64,5	51,0	20,6
Urban region	19265	12010	10855	1160	7250	62,3	56,3	9,7	780	425	375	50	355	54,5	48,1	11,8
Urban region out of metropolitan area census	5315	2815	2460	360	2495	53,0	46,3	12,8	210	105	95	10	105	50,0	45,2	9,5
Urban region in a metropolitan area census	13950	9195	8390	800	4755	65,9	60,1	8,7	575	320	285	35	250	55,7	49,6	10,9
Total	47980	28770	24310	4460	19205	60,0	50,7	15,5	6880	4355	3495	860	2530	63,3	50,8	19,7

Source: Statistics Canada, 2006 Census

Table A5: Distribution (N & %) population 15 years of age and over by Aboriginal groups and non-Aboriginal age groups, Quebec, 2006.

Population 15 years of age and over	Total	Aboriginal identity		FNI		Indians		Inuit		Métis		No Aboriginal identity		
		%	N	%	N	%	N	%	N	%	N	%	N	
15 à 24 years	944770	15,3	17785	22,0	12935	23,6	10740	22,4	2195	31,9	4285	19,2	926980	15,2
15 à 19 years	474105	7,7	9590	11,9	7050	12,9	5805	12,1	1245	18,1	2290	10,3	464520	7,6
20 à 24 years	470660	7,6	8200	10,1	5885	10,7	4935	10,3	950	13,8	2000	9,0	462460	7,6
25 à 34 years	955545	15,5	14440	17,8	10500	19,1	8965	18,7	1535	22,3	3415	15,3	941105	15,4
25 à 29 years	490825	7,9	7225	8,9	5280	9,6	4505	9,4	775	11,3	1680	7,5	483595	7,9
30 à 34 years	464720	7,5	7210	8,9	5220	9,5	4460	9,3	760	11,0	1740	7,8	457510	7,5
35 à 44 years	1115280	18,0	16005	19,8	11045	20,1	9720	20,3	1325	19,3	4280	19,2	1099275	18,0
45 à 54 years	1224410	19,8	14775	18,3	9190	16,8	8365	17,4	825	12,0	4800	21,5	1209635	19,8
55 à 64 years	943585	15,3	9910	12,2	6060	11,0	5555	11,6	505	7,3	3305	14,8	933675	15,3
65 à 74 years	572275	9,3	5265	6,5	3345	6,1	2995	6,2	350	5,1	1580	7,1	567005	9,3
75 years of age and over	428620	6,9	2725	3,4	1785	3,3	1635	3,4	150	2,2	635	2,8	425900	7,0
Total	6184490	100,0	80910	100,0	54860	100,0	47980	100,0	6880	100,0	22305	100,0	6103575	100,0

Source: Statistics Canada, 2006 Census.

Table A6: Key indicators of the labor market (rate in %) according to certain groups of Aboriginal and non-Aboriginal age groups, Quebec, 2006.

	Total			Aboriginal identity			FNI			Indian			Inuit			Métis			Population with no Aboriginal identity		
	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 à 24 years	63,4	55,8	12,0	49,8	38,2	23,3	46,3	35,1	24,2	45,3	34,6	23,6	51,7	37,8	26,9	58,7	46,3	20,9	63,6	56,1	11,9
15 à 19 years	47,3	40,2	15,0	36,1	26,5	26,4	33,1	24,8	25,7	31,7	23,8	25,3	39,8	29,3	27,3	45,9	33,2	28,1	47,5	40,5	14,8
20 à 24 years	79,6	71,5	10,2	65,7	51,8	21,3	62,1	47,7	23,3	61,1	47,4	22,6	67,4	49,5	26,6	73,0	61,5	16,1	79,9	71,8	10,1
25 à 34 years	86,2	80,3	6,8	76,2	63,8	16,3	74,0	60,5	18,1	73,9	60,7	17,8	74,9	59,6	20,0	82,4	72,5	11,9	86,4	80,6	6,7
25 à 29 years	85,8	79,7	7,2	74,4	61,6	17,3	71,0	57,2	19,5	71,0	57,6	18,9	71,0	54,8	22,7	83,3	72,6	12,9	86,0	80,0	7,0
30 à 34 years	86,6	81,0	6,5	78,0	66,0	15,4	77,1	64,0	17,0	76,8	63,8	16,8	78,9	65,1	18,3	81,3	72,4	11,0	86,8	81,3	6,3
35 à 44 years	87,5	82,2	6,0	78,0	67,4	13,5	77,1	66,5	13,7	77,1	66,9	13,3	77,7	64,2	17,0	79,1	68,8	13,0	87,6	82,4	5,9
45 à 54 years	84,5	80,0	5,4	74,3	66,0	11,2	76,2	67,6	11,3	75,8	67,4	11,1	80,0	69,7	12,9	71,6	63,5	11,4	84,6	80,2	5,3
55 à 64 years	53,2	49,8	6,4	49,6	41,6	16,2	51,9	44,6	13,8	51,2	44,0	13,9	59,4	50,5	13,3	46,1	37,5	18,7	53,2	49,9	6,3
65 à 74 years	11,5	10,8	6,1	14,9	13,4	10,8	16,4	14,8	10,0	16,2	14,9	8,2	18,6	14,3	23,1	11,4	10,4	8,3	11,5	10,8	6,1
75 years and over	3,4	3,0	10,1	6,2	5,7	5,9	7,6	7,6	0,0	7,6	7,6	0,0	6,7	6,7	0,0	3,9	2,4	40,0	3,3	3,0	10,1
Total	64,9	60,4	7,0	60,8	51,3	15,6	60,4	50,7	16,1	60,0	50,7	15,5	63,3	50,8	19,7	62,2	53,3	14,4	65,0	60,5	6,9

Source: Statistics Canada, 2006 Census.

Table A7: Distribution (N & %) of the population 15 years and over and the key indicators of the labor market by certain groups of Aboriginal and non-Aboriginal and sex Quebec, 2006

Population 15 years and over	Total		Aboriginal identity		FNI		Indians		Inuit		Métis		No Aboriginal identity								
Male	3007830	48,6	39490	48,8	26250	47,8	22845	47,6	3405	49,5	11520	51,6	2968340	48,6							
Female	3176660	51,4	41420	51,2	28610	52,2	25130	52,4	3480	50,6	10785	48,4	3135240	51,4							
Total	6184490	100,0	80910	100,0	54860	100,0	47980	100,0	6880	100,0	22305	100,0	6103575	100,0							
Aboriginal identity																					
Population active	Total	Aboriginal identity	Aboriginal identity		FNI	Indians	Inuit	Métis	Aboriginal identity	Inuit	Métis	No Aboriginal identity	Aboriginal identity								
Male	2124040	52,9	25645	52,1	16915	51,1	14725	51,2	2190	50,3	7590	54,7	2098395	52,9							
Female	1891160	47,1	23555	47,9	16210	48,9	14045	48,8	2165	49,7	6290	45,3	1867600	47,1							
Total	4015200	100,0	49200	100,0	33125	100,0	28770	100,0	4355	100,0	13880	100,0	3966000	100,0							
Aboriginal identity																					
	Total			Aboriginal identity			FNI			Indian			Inuit			Métis			Population with no Aboriginal identity		
	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
Male	70,6	65,4	7,4	64,9	53,5	17,7	64,4	52,2	19,0	64,5	52,6	18,5	64,3	49,8	22,6	65,9	56,6	14,2	70,7	65,6	7,3
Female	59,5	55,7	6,5	56,9	49,3	13,3	56,7	49,3	13,0	55,9	49,0	12,4	62,2	51,7	16,9	58,3	49,7	14,7	59,6	55,8	6,4
Total	64,9	60,4	7,0	60,8	51,3	15,6	60,4	50,7	16,1	60,0	50,7	15,5	63,3	50,8	19,7	62,2	53,3	14,4	65,0	60,5	6,9

Source: Statistics Canada, 2006 Census.

Table A8: Distribution (N and %) of the population 15 years and over and the main indicators of the labor market by certain groups of Aboriginal and non-Aboriginal education, Quebec, 2006

Population 15 years and over	Total		Aboriginal identity		FNI		Indians		Inuit		Métis		No Aboriginal identity	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
No certificate , diploma or degree	1547875	25,0	35730	44,2	26565	48,4	22205	46,3	4360	63,4	7855	35,2	1512145	24,8
Certificate , diploma or degree	4636615	75,0	45180	55,8	28295	51,6	25775	53,7	2520	36,6	14450	64,8	4591435	75,2
High school diploma or equivalent	1377585	22,3	13790	17,0	8845	16,1	7935	16,5	910	13,2	4135	18,5	1363795	22,3
Certificate or diploma apprenticeship or trades	945970	15,3	14070	17,4	8685	15,8	7655	16,0	1030	15,0	4660	20,9	931905	15,3
Certificate or diploma from a college , CEGEP or other educational institution not university	992360	16,0	9790	12,1	6220	11,3	5880	12,3	340	4,9	3025	13,6	982575	16,1
Certificate , diploma or degree University	1320695	21,4	7535	9,3	4550	8,3	4305	9,0	245	3,6	2630	11,8	1313160	21,5
Certificate or diploma below bachelor level	301140	4,9	2575	3,2	1695	3,1	1605	3,3	90	1,3	780	3,5	298570	4,9
Certificate or University degree	1019555	16,5	4965	6,1	2850	5,2	2700	5,6	150	2,2	1850	8,3	1014590	16,6
Bachelor degree	657595	10,6	3510	4,3	2040	3,7	1940	4,0	100	1,5	1275	5,7	654085	10,7
Certificate or diploma over bachelor	97830	1,6	515	0,6	305	0,6	290	0,6	15	0,2	170	0,8	97315	1,6
Degree in medicine , dentistry , veterinary medicine or optometry	29790	0,5	85	0,1	35	0,1	20	0,0	15	0,2	55	0,2	29700	0,5
Mastery	193980	3,1	695	0,9	370	0,7	360	0,8	10	0,1	295	1,3	193280	3,2
Earned doctorate	40365	0,7	150	0,2	100	0,2	90	0,2	10	0,1	50	0,2	40210	0,7
Total	6184490	100,0	80910	100,0	54860	100,0	47980	100,0	6880	100,0	22305	100,0	6103575	100,0

Source: Statistics Canada, 2006 Census.

Table A9: Key indicators of the labor market (rate in %) according to certain groups of Aboriginal and non-Aboriginal educational attainment, Quebec, 2006

	Total			Aboriginal identity			FNI			Indian			Inuit			Métis			Population with no Aboriginal identity		
	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	39,0	34,1	12,6	44,0	33,2	24,6	44,6	33,6	24,6	42,7	32,2	24,5	54,0	40,5	25,1	43,1	32,3	25,0	38,9	34,1	12,3
Certificate , diploma or degree	73,6	69,2	6,0	74,1	65,7	11,4	75,2	66,7	11,3	74,9	66,5	11,1	79,2	68,5	13,3	72,6	64,7	11,0	73,6	69,2	5,9
High school diploma or equivalent	63,9	59,3	7,3	65,6	57,2	12,8	66,3	57,3	13,6	65,5	56,8	13,5	73,1	62,1	14,3	64,4	56,7	12,0	63,9	59,3	7,2
Certificate or diploma apprenticeship or trades	76,8	71,5	7,0	75,6	64,6	14,4	77,2	65,9	14,7	76,5	65,3	14,6	82,5	69,9	15,3	73,4	63,3	13,7	76,8	71,6	6,8
Certificate or diploma from a college , CEGEP or other educational institution not university	78,4	74,4	5,1	79,2	71,6	9,7	79,7	73,1	8,4	79,7	73,2	8,2	80,9	70,6	10,9	78,3	70,9	9,5	78,4	74,4	5,0
Certificate , diploma or degree University	77,7	74,0	4,8	80,4	75,4	6,1	82,5	77,9	5,9	82,3	77,7	5,8	85,7	81,6	7,1	77,6	72,1	6,9	77,7	74,0	4,8
Certificate or diploma below bachelor level	68,2	64,5	5,3	73,8	68,5	6,8	76,7	71,7	6,2	76,3	71,3	6,5	83,3	77,8	0,0	66,7	61,5	7,7	68,1	64,5	5,3
Certificate or University degree	80,5	76,7	4,7	83,6	78,9	5,7	86,3	81,4	5,1	86,1	81,3	5,4	90,0	83,3	0,0	82,4	76,8	6,9	80,5	76,7	4,7
Bachelor degree	81,7	77,8	4,7	84,6	80,2	5,2	87,7	84,1	3,9	87,4	83,8	4,1	95,0	90,0	0,0	83,1	76,9	7,5	81,6	77,8	4,7
Certificate or diploma over bachelor	73,3	69,8	4,8	77,7	71,8	7,5	72,1	68,9	6,8	72,4	69,0	7,1	66,7	66,7	0,0	88,2	79,4	10,0	73,3	69,8	4,8
Degree in medicine , dentistry , veterinary medicine or optometry	82,1	80,1	2,4	82,4	82,4	0,0	85,7	85,7	0,0	100,0	100,0	0,0	0,0	0,0	0,0	63,6	63,6	0,0	82,1	80,1	2,4
Mastery	80,4	76,3	5,1	83,5	77,7	7,8	90,5	79,7	10,4	90,3	79,2	10,8	100,0	100,0	0,0	76,3	72,9	0,0	80,4	76,3	5,1
Earned doctorate	78,9	75,8	3,9	90,0	86,7	0,0	80,0	70,0	0,0	77,8	77,8	0,0	100,0	0,0	0,0	100,0	100,0	0,0	78,8	75,8	3,9
Total	64,9	60,4	7,0	60,8	51,3	15,6	60,4	50,7	16,1	60,0	50,7	15,5	63,3	50,8	19,7	62,2	53,3	14,4	65,0	60,5	6,9

Source: Statistics Canada, 2006 Census.

Table A10: Distribution (N and %) of the employed population by some groups of Aboriginal and non-Aboriginal population and economic activity, Quebec, 2006

	Total		Aboriginal identity		FNI		Indian		Inuit		Métis		No Aboriginal identity	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
All industries	3929675	100,0	47020	100,0	31575	100,0	27450	100,0	4125	100,0	13335	100,0	3882660	100,0
11 Agriculture , forestry, fishing and hunting	96995	2,5	2130	4,5	1525	4,8	1465	5,3	60	1,5	560	4,2	94860	2,4
21 Mining and oil and gas	16680	0,4	400	0,9	265	0,8	165	0,6	100	2,4	125	0,9	16285	0,4
22 Utilities	32305	0,8	470	1,0	325	1,0	265	1,0	60	1,5	135	1,0	31830	0,8
23 Construction	205660	5,2	3205	6,8	2150	6,8	2040	7,4	110	2,7	825	6,2	202455	5,2
31-33 Manufacturing	573550	14,6	4230	9,0	2340	7,4	2290	8,3	50	1,2	1640	12,3	569320	14,7
41 Wholesale trade	173190	4,4	1010	2,1	580	1,8	525	1,9	55	1,3	365	2,7	172180	4,4
44-45 Retail trade	472030	12,0	4640	9,9	2865	9,1	2415	8,8	450	10,9	1520	11,4	467390	12,0
48-49 Transportation and warehousing	181475	4,6	2330	5,0	1445	4,6	1190	4,3	255	6,2	750	5,6	179140	4,6
51 Industry information and cultural industries	99490	2,5	825	1,8	600	1,9	535	1,9	65	1,6	215	1,6	98660	2,5
52 Finance and insurance	153975	3,9	705	1,5	360	1,1	340	1,2	20	0,5	290	2,2	153265	3,9
53 Real estate and rental and leasing	57260	1,5	585	1,2	345	1,1	290	1,1	55	1,3	215	1,6	56680	1,5
54 Professional , scientific and technical	246790	6,3	1330	2,8	670	2,1	630	2,3	40	1,0	550	4,1	245465	6,3
55 Management of companies and enterprises	3865	0,1	25	0,1	15	0,0	15	0,1	0	0,0	0	0,0	3840	0,1
56 Administrative and support, Waste management and Remediation Services	141940	3,6	1965	4,2	1270	4,0	1120	4,1	150	3,6	625	4,7	139975	3,6
61 Educational services	270900	6,9	3340	7,1	2525	8,0	1945	7,1	580	14,1	710	5,3	267555	6,9
62 Health care and social assistance	441705	11,2	6460	13,7	4735	15,0	3785	13,8	950	23,0	1445	10,8	435245	11,2
71 Arts , entertainment and recreation	75740	1,9	1110	2,4	745	2,4	670	2,4	75	1,8	330	2,5	74635	1,9
72 Accommodations and food services	246720	6,3	2930	6,2	1825	5,8	1715	6,2	110	2,7	965	7,2	243795	6,3
81 Other services except public administration	195040	5,0	2155	4,6	1240	3,9	1140	4,2	100	2,4	790	5,9	192890	5,0
91 Publics administration	244345	6,2	7165	15,2	5760	18,2	4920	17,9	840	20,4	1280	9,6	237185	6,1

Source: Statistics Canada, 2006 Census.

Table A11: Distribution (N and %) of the population in employment by certain groups of Aboriginal and non-Aboriginal and occupational group, Quebec 2006

	Total		Aboriginal identity		FNI		Indian		Inuit		Métis		No Aboriginal identity	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
All occupations	3929675	100,0	47020	100,0	31565	100,0	27445	100,0	4120	100,0	13335	100,0	3882655	100,0
A Management	353065	9,0	3200	6,8	2220	7,0	1930	7,0	290	7,0	850	6,4	349870	9,0
B Business, finance et administration	715470	18,2	7270	15,5	4640	14,7	4180	15,2	460	11,2	2260	16,9	708195	18,2
C Natural and applied sciences and related occupation	255930	6,5	1680	3,6	910	2,9	830	3,0	80	1,9	705	5,3	254255	6,5
D Health	236205	6,0	2055	4,4	1230	3,9	1100	4,0	130	3,2	725	5,4	234150	6,0
E Social science , education ,government service and religion	357915	9,1	4940	10,5	3855	12,2	3120	11,4	735	17,8	910	6,8	352980	9,1
F Art, culture, sport et recreation	126360	3,2	1600	3,4	1220	3,9	995	3,6	225	5,5	335	2,5	124760	3,2
G Sales and services	940290	23,9	12825	27,3	8665	27,5	7330	26,7	1335	32,4	3655	27,4	927465	23,9
H Trade, transport and equipment	581045	14,8	8595	18,3	5670	18,0	4915	17,9	755	18,3	2440	18,3	572450	14,7
I Occupations unique to primary industry	101365	2,6	2435	5,2	1810	5,7	1735	6,3	75	1,8	580	4,3	98930	2,5
J Processing , manufacturing and utilities	262030	6,7	2425	5,2	1365	4,3	1320	4,8	45	1,1	875	6,6	259605	6,7

Source: Statistics Canada, 2006 Census.

Table A12: Distribution of employed population by specific group of Aboriginal and non-Aboriginal and annual working hours, N and average income, Quebec, 2005

Population with employment income (N)	2000	2005
Total	3814155	4225880
Aboriginal identity	33360	52435
FNI	24630	35725
Indians	20810	30395
Inuit	3820	5330
Métis	7340	14355
No Aboriginal identity	3780795	4173450
Worked full year ,full time (N)		
Total	1996510	2136700
Aboriginal identity	13415	21620
FNI	9855	14695
Indians	8525	12825
Inuit	1330	1870
No Aboriginal identity	2920	6050
	1983090	2115080
Average full- time income (\$)		
Total	43988	45157
Aboriginal identity	36353	38444
Indians	35724	37579
Inuit	35559	42799
No Aboriginal identity	44039	45226
All others (N)		
Total	1817645	2089175
Aboriginal identity	19945	30810
FNI	14780	21035
Indians	12290	17570
Inuit	2490	3465
Métis	4410	8305
No Aboriginal identity	1797705	2058365
Average income part time and part year (\$)		
Total	20847	19837
Aboriginal identity	15303	15184
Indians	14320	14617
Inuit	14175	14547
Métis	18169	16350
No Aboriginal identity	20908	19907

Source: Statistics Canada, 2001 & 2006 Census.

Table A13: Distribution (%) of the employed population by specific groups of Aboriginal and non-Aboriginal and class average employment income Quebec ,2005

	Total	Aboriginal identity	FNI	Indian	Inuit	Métis	No Aboriginal identity
With employment income	100,0	100,0	100,0	100,0	100,0	100,0	100,0
Less than 5 000 \$	13,9	20,0	20,8	19,7	27,0	18,3	13,8
5 000 \$ to 9 999 \$	10,1	13,0	13,4	13,7	11,5	12,0	10,1
10 000 \$ to 19 999 \$	17,4	19,4	19,1	19,5	16,8	19,6	17,4
20 000 \$ to 29 999 \$	15,4	15,9	15,5	15,9	13,4	16,9	15,4
30 000 \$ to 39 999 \$	13,6	10,7	10,8	11,1	8,9	10,3	13,7
40 000 \$ to 49 999 \$	10,0	8,0	7,8	7,8	7,5	8,4	10,0
50 000 \$ to 59 999 \$	6,6	5,3	5,1	5,0	5,3	6,1	6,6
60 000 \$ to 74 999 \$	6,2	4,3	4,2	4,1	4,9	4,4	6,3
75 000 \$ and over	6,8	3,5	3,3	3,1	4,7	4,0	6,9

Source: Statistics Canada, 2006 Census.

Table A14 :Key indicators of the labor market by Aboriginal identity, Quebec and elsewhere in Canada, 2007 to 2011

	Québec			Canada without Quebec			Canada		
	Total	Non-Aboriginal	Aboriginal	Total	Non-Aboriginal	Aboriginal	Total	Non-Aboriginal	Aboriginal
Together									
Variation of population 15 years and over from 2007 to 2011 (%)	4,5	4,5	0,7	5,9	5,8	7,1	5,5	5,5	6,4
Variation of Workforce from 2007 to 2011 (%)	3,7	3,7	2,5	4,9	4,8	5,3	4,6	4,6	5,1
Variation of the employment from 2007 to 2011 (%)	3,1	3,1	6,5	3,0	3,0	2,1	3,0	3,0	2,5
Share of part- time employment (% in 2011)	19,2	19,2	19,9	19,1	19,1	20,6	19,1	19,1	20,5
Unemployment rate (% in 2011)	7,8	7,7	10,1	7,4	7,2	13,2	7,4	7,3	12,9
Participation rate (% in 2011)	65,1	65,2	54,2	67,3	67,4	65,1	66,8	66,9	64,1
Employment rate (% in 2011)	60,1	60,2	48,7	62,4	62,5	56,6	61,8	62,0	55,8
25 to 54 years									
Variation of population 15 years and over from 2007 to 2011 (%)	0,1	0,1	0,6	2,9	2,9	3,4	2,2	2,2	3,2
Variation of Workforce from 2007 to 2011 (%)	0,2	0,1	5,9	2,5	2,6	2,2	2,0	2,0	2,5
Variation of the employment from 2007 to 2011 (%)	-0,2	-0,2	9,7	1,0	1,1	-0,6	0,8	0,8	0,2
Share of part- time employment (% in 2011)	11,5	11,5	12,6	12,5	12,5	12,9	12,3	12,3	12,8
Unemployment rate (% in 2011)	6,6	6,5	8,9	6,1	6,0	11,2	6,2	6,1	11,0
Participation rate (% in 2011)	86,8	86,9	75,2	86,2	86,5	76,2	86,3	86,6	76,2

Employment rate (% in 2011)	81,1	81,2	68,5	81,0	81,4	67,7	81,0	81,3	67,8
Men									
Variation of population 15 years and over from 2007 to 2011 (%)	4,7	4,7	1,3	5,9	5,8	7,7	5,6	5,6	7,1
Variation of Workforce from 2007 to 2011 (%)	3,2	3,3	-6,6	4,4	4,3	5,7	4,1	4,1	4,6
Variation of the employment from 2007 to 2011 (%)	2,7	2,8	-6,8	2,4	2,4	1,2	2,5	2,5	0,5
Share of part-time employment (% in 2011)	12,9	12,9	19,3	12,0	11,9	13,8	12,2	12,1	14,2
Unemployment rate (% in 2011)	8,4	8,4	0,0	7,7	7,5	15,9	7,8	7,7	14,7
Participation rate (% in 2011)	69,5	69,6	56,5	72,1	72,2	70,6	71,5	71,5	69,3
Employment rate (% in 2011)	63,6	63,7	49,7	66,6	66,8	60,1	65,9	66,0	59,1
Women									
Variation of population 15 years and over from 2007 to 2011 (%)	4,3	4,3	0,3	5,8	5,8	6,4	5,5	5,4	5,9
Variation of Workforce from 2007 to 2011 (%)	4,2	4,2	15,1	5,4	5,4	4,8	5,1	5,1	5,6
Variation of the employment from 2007 to 2011 (%)	3,6	3,4	24,6	3,7	3,7	3,0	3,6	3,6	4,5
Share of part-time employment (% in 2011)	26,1	26,1	20,4	27,1	27,0	27,6	26,8	26,8	27,0
Unemployment rate (% in 2011)	7,0	7,0	0,0	7,0	6,9	11,9	7,0	6,9	11,0
Participation rate (% in 2011)	60,9	61,0	52,0	62,7	62,8	60,1	62,3	62,3	59,4
Employment rate (% in 2011)	56,7	56,7	47,8	58,3	58,4	53,3	57,9	58,0	52,8

Source: Statistics Canada, *Survey population*

Table A15: Distribution (N and %) of population 15 years and over, by Aboriginal identity and the administrative region, Quebec, 2006

Population 15 years and over Region	Aboriginal			Non-Aboriginal		Total	
	N	Quebec %	Region %	N	Quebec %	N	Quebec %
01 - Bas-Saint-Laurent	1470	1,9	0,9	164980	2,7	166450	2,7
02 - Saguenay - Lac-Saint-Jean	5685	7,3	2,5	220525	3,6	226210	3,7
03 - Capitale-Nationale	3125	4,0	0,6	551475	9,0	554600	9,0
04 - Mauricie	3580	4,6	1,7	212435	3,5	216015	3,5
05 - Estrie	1810	2,3	0,7	242195	4,0	244005	3,9
06 - Montreal	6470	8,3	0,4	1531865	25,1	1538335	24,9
07 - Outaouais	10475	13,4	3,8	266455	4,4	276930	4,5
08 - Abitibi - Témiscamingue	4340	5,6	3,7	111600	1,8	115940	1,9
09 - North Shore	9025	11,6	11,6	68630	1,1	77655	1,3
10 - Northern Quebec	14925	19,1	53,4	13020	0,2	27945	0,5
11 - Gaspésie - Îles-de-la-Madeleine	1655	2,1	2,1	78260	1,3	79915	1,3
12 - Chaudière - Appalaches	1025	1,3	0,3	320415	5,2	321440	5,2
13 - Laval	1090	1,4	0,4	298065	4,9	299155	4,8
14 - Lanaudière	3270	4,2	0,9	344200	5,6	347470	5,6
15 - Laurentides	3170	4,1	0,8	408835	6,7	412005	6,7
16 - Montérégie	5725	7,3	0,5	1093200	17,9	1098925	17,8
17 - Centre-du-Québec	1120	1,4	0,6	180370	3,0	181490	2,9
Québec	77970	100,0	1,3	6106520	100,0	6184490	100,0

Note: In this table, the term "Aboriginal" refers to Inuit, Indians and Métis.

Source: Statistics Canada, 2006 Census.

Table A16: Distribution (N) of the total population by Aboriginal identity and socio-sanitary region, Quebec, 2006

Socio-sanitary region	Métis	Aboriginal	FNI
Quebec	27985	108425	80440
James Bay Cree Territories	75	13625	13550
09 – North Shore	2595	12740	10145
Nunavik	20	9655	9635
07 - Outaouais	6300	13450	7150
06 - Montreal	2765	8345	5580
04 - + 17 Centre Mauricie Québec	1205	6650	5445
16 - Montérégie	2460	7670	5210
08 - Abitibi - Témiscamingue	1595	6525	4930
02 - Saguenay - Lac-Saint-Jean	3520	7485	3965
14 - Lanaudière	1015	4800	3785
03 - Capitale-Nationale	1435	3995	2560
15 - Laurentides	1790	3910	2120
11 - Gaspésie - Îles-de-la-Madeleine	175	2285	2110
05 - Estrie	780	2370	1590
13 - Laval	510	1405	895
12 - Chaudière - Appalaches	535	1425	890
01 - Bas-Saint-Laurent	1040	1840	800
10 – Northern Quebec	145	250	105

Note: In this table, the term "Aboriginal" refers to Inuit, Indians and Métis.

Source: Statistics Canada, 2006 Census.

Table A17: Key indicators of the labor market by Aboriginal identity and the administration region, Quebec, 2006

Region	Aboriginal			Non-Aboriginal			Total		
	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate	Participation rate	Employment rate	Unemployment rate
01 - Bas-Saint-Laurent	54,4	45,9	15,6	59,7	53,8	9,8	59,6	53,8	9,8
02 - Saguenay - Lac-Saint-Jean	59,2	49,9	15,6	59,5	53,7	9,7	59,5	53,6	9,8
03 - Capitale-Nationale	66,2	59,4	10,6	65,4	62,1	5,1	65,4	62,1	5,1
04 - Mauricie	51,0	41,8	18,1	57,8	53,2	8,0	57,7	53,0	8,1
05 - Estrie	57,2	51,1	10,6	63,7	59,4	6,7	63,6	59,3	6,7
06 - Montreal	51,0	41,8	18,1	63,6	58,0	8,8	63,6	58,0	8,8
07 - Outaouais	65,9	56,8	13,8	68,2	64,1	6,0	68,1	63,8	6,3
08 - Abitibi - Témiscamingue	50,7	42,4	16,1	63,3	57,6	9,0	62,8	57,0	9,2
09 - North Shore	53,9	38,2	29,0	65,2	58,6	10,1	63,8	56,2	12,0
10 - Northern Quebec	65,8	53,9	18,1	72,4	64,9	10,2	68,8	59,0	14,3
11 - Gaspésie - Îles-de-la-Madeleine	53,8	41,4	23,6	53,5	44,1	17,5	53,5	44,1	17,6
12 - Chaudière - Appalaches	67,8	62,4	7,2	67,0	64,0	4,5	67,0	64,0	4,5
13 - Laval	68,3	59,2	13,4	67,2	63,5	5,5	67,2	63,5	5,5
14 - Lanaudière	56,0	50,0	10,9	66,3	62,6	5,6	66,2	62,5	5,6
15 - Laurentides	60,7	55,7	8,3	67,4	63,5	5,7	67,3	63,5	5,7
16 - Montérégie	64,9	59,6	8,2	67,9	64,3	5,3	67,9	64,3	5,3
17 - Centre-du-Quebec	56,2	50,0	10,3	64,6	60,6	6,3	64,6	60,5	6,3
Quebec	60,9	51,4	15,5	65,0	60,5	6,9	64,9	60,4	7,0

Note: In this table, the term "Aboriginal" re: Statistics Canada, 2006 Census refers to Inuit, Indians and Métis.

Source: Statistics Canada, 2006 Census