



FIRST NATIONS
AND INUIT LABOR MARKET
ADVISORY COUNCIL

THE LABOR MARKET OF FIRST NATIONS AND INUIT OF QUEBEC

CURRENT SITUATION AND TRENDS 2019

A contribution to the development of Quebec



Commission
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Québec 



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**FIRST NATIONS AND INUIT LABOR MARKET ADVISORY COUNCIL OF
QUÉBEC**

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Acronyms and abbreviations

NHS : National Household Survey

LFS : Labor force survey

FN : First Nations

FNI : First Nations and Inuit

CMA : Census Metropolitan Area

Glossary

The Guide to the 2018 Labor Force Survey provides the following information about the concepts and definitions used.¹

<< Questions about membership in an aboriginal group arose in the territories since 2004. Since January 2007, these questions are asked in all provinces. Labor market data for the Aboriginal population have been available since the fall of 2008. >>

Choose all the appropriate answers:

*If the respondent has already specified the Aboriginal group(s) choose the group (s) from the list below; if not, ask: is he/she a North American Indian, Métis or Inuit?
...*

¹ <https://www150.statcan.gc.ca/n1/pub/71-543-g/71-543-g2018001-eng.htm>

Choose all the appropriate answers:

1. *North American Indian*

2. *Metis*

3. *Inuit (Eskimo).*

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

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

- did any work at all at a job or business, that is, paid work in the context of an employer-employee relationship, or self-employment. It also includes persons who did unpaid family work, which is defined as unpaid work contributing directly to the operation of a farm, business or professional practice owned and operated by a related member of the same household; or
- had a job but were not at work due to illness or disability, personal or family responsibilities, vacation or labour dispute. This category excludes persons not at work because they were on layoff or between casual jobs, and those who did not then have a job (even if they had a job to start at a future date).

Unemployment: Given the concept of unemployment as the unutilized supply of labour, the operational definition of unemployment is based primarily on the activity of job search and the availability to take a job. In addition to being conceptually appropriate, job search activities can, in a household survey, be objectively and consistently measured over time. The definition of unemployment is therefore the following:

Unemployed persons are those who, during the reference week:

- were without work, but had looked for work in the past four weeks ending with the reference period and were available for work;
- were on temporary layoff due to business conditions, with an expectation of recall, and were available for work; or
- were without work, but had a job to start within four weeks from the reference period and were available for work.

Persons are regarded as available if they reported that they could have worked in the reference week had a suitable job been offered (or recalled if on temporary layoff), or if their reason for not taking a job was of a temporary nature, such as own illness or disability, personal or family responsibilities, they already had a job to start in the near future, or they were on vacation (prior to 1997, those on vacation were not considered available). Full-time students currently attending school and looking for full-time work are not considered to be available for work during the reference week. They are assumed to be looking for a

summer or co-op job, or permanent job to start sometime in the future, and are therefore not part of the current labour supply.

It should be noted that, in the above definition, there are two groups for which job search is not required: persons on temporary layoff and persons with a job to start at a definite date in the future. Persons on temporary layoff are included among the unemployed on the grounds that their willingness to supply labour services is apparent in their expectation of returning to work. A similar argument is applied for persons who will be starting at a new job in four weeks or less.

Finally, for the purposes of measuring job search as an identification of unemployment, the LFS uses a four-week search period, although the reference period for identifying the employed is one week. The justification for this difference is that delays inherent in job search (for example, periods spent awaiting the results of earlier job applications) require that the active element of looking for work be measured over a period greater than one week, if a comprehensive measure of job search is to be obtained.

Since the concept of unemployment is based on the unused portion of the labor supply, the operational definition of unemployment is mainly based on job search activity and availability to work. Not only is the inclusion of a research activity proving to be conceptually appropriate, but it can be objectively and consistently measured in a household survey over time. The definition of unemployment is therefore the following:

Non-active people: Persons who were neither employed, nor unemployed during the reference period. This includes persons who, during the reference period, were either unable to work or unavailable for work. It also includes persons who were without work and who had neither looked for work in the past four weeks, nor had a job to start within four weeks of the reference period.

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

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

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

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

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

Unemployment rate: Number of unemployed as a percentage of the labor force. The unemployment rate of a given group (which is, for example, determined by age, sex or marital status) is the number of unemployed in this group expressed as a percentage of the labor force in the same group. For a note on international comparisons, see section.

Sources, definitions and concepts

Several data files on Aboriginal peoples in 2016 are available on Statistics Canada's Web site². From the published information, it is possible to obtain a fairly accurate portrait of this population, as much in terms of socio-economic characteristics as its participation in the labor market. Other information is also extracted from special compilations made from the 2016 Census. Note is needed on Census data. At the Canada level, undercounting on reserves is due to the fact that the census could not be completed among a number of reserves (14 in 2016, 31 in 2011, 22 in 2006, 30 in 2001, and 77 in 1996). That is why caution is needed, especially when it comes to people living on Indian reserves.

Another source has been put to use even if it has some limitations. In recent years, Statistics Canada has released Aboriginal-related information from the Labor Force Survey. But the survey excludes people living on reserves and people living in very remote areas, such as the Inuit. It concerns a small number of observations, which leads to difficulties in the statistical interpretation, especially when the focus is mainly on Québec. There are three aboriginal groups in the survey, Indian, Métis and Inuit. In the latter case, the estimates concerning them remain unreliable, since the Territories and the Yukon are excluded, as is Nunavik Québec. Apart from this source, recent data on the Aboriginal labor market are virtually non-existent.

The Aboriginal universe can be identified in different ways. The one retained in this document is similar to that of the committee (FNILMAC), namely First Nations and Inuit. In fact, this corresponds to the government's position, as presented by the Secrétariat aux Affaires autochtones:

²A non-exhaustive list is provided in the bibliography.

In Québec, the name of Metis is not used to refer to non-Status Indians - or without status. To date, the Government of Québec does not recognize the presence on its territory of historic Metis communities in the sense of the Supreme Court of Canada judgment in the Powley case In Québec, the term Aboriginal people refers to the Inuit, and Amerindians. With regard to the name First Nations, it only refers to Native American ³.

In Canada, the definition of Aboriginal includes Métis, Inuit, and Indian, and many of the information provided does not always exclude Métis from the tabulations. The census has different definitions related to Aboriginal people.

Aboriginal ancestry: indicates if the person has ancestry related to the Aboriginal peoples of Canada, that is, First Nations (North American Indian), Métis and Inuit. Section 35 (2) of the Constitution Act, 1982 specifies that the Aboriginal peoples of Canada include, among others, Indians, Inuit and Métis peoples of Canada. Ancestry refers to the ethnic or cultural origins of the person's ancestors, with an ancestor generally more distant than a grandparent. A person may have more than one ethnic or cultural background.

Users should note that the numbers for this variable are more likely than others to be affected by the partial enumeration of a number of Indian reserves and Indian settlements in the population census.

Aboriginal identity: refers to persons who identify with the Aboriginal peoples of Canada. These are persons who are First Nations (North American Indian), Métis or Inuk (Inuit) and / or are Status Indians or Treaty (under the Indian Act of Canada) and / or persons who are members of a First Nation or Indian Band. Section 35 (2) of the Constitution Act, 1982 specifies that the Aboriginal peoples of Canada include, among others, Indians, Inuit and Métis peoples of Canada.

Member of a First Nation or Indian Band: indicates whether the person is a member of a First Nation or an Indian band. An Indian Band is defined as a group of Indians for whom land has been reserved or the money is held by the Crown, or has been designated as a Band under the Indian Act. Many Indian bands have decided to call themselves First Nations and have changed the name of their band accordingly. After the amendment of the *Indian Act* ⁴in 1985 (Bill C-31), several Indian bands exercised their right to establish their own membership code, under which it was not always necessary for a person belonging to the band to be a registered Indian under the Indian Act.

³ Source : **Amérindiens et Inuits** Portrait des nations autochtones du Québec 2e édition.
<http://www.autochtones.gouv.qc.ca/index.asp>

Registered Indian or Treaty Indian: refers to whether or not a person is a Registered or Treaty Indian. Registered Indians are persons who are registered under the *Indian Act* of Canada⁴. Treaty Indians are persons who belong to a First Nation or Indian band that signed a treaty with the Crown. Registered or Treaty Indians are sometimes also called Status Indians (*question 21*).

Aboriginal: a person who indicated that he or she belongs to an Indian band or a First Nation in Canada (*Question 20*)⁵.

Reserve or off-reserve residence: indicates whether the person's usual place of residence is in a census subdivision (CSD) defined as "on-reserve" or "off-reserve".

Reserve includes six types of census subdivisions legally affiliated with First Nations or Indian Bands, i.e. Indian Reserve (IRI), Indian Settlement (I-S), Indian Government District (IGD), Cree Lands (CL), lands reserved for the Naskapi (TK) and Nisga'a land (NL).

Off Reserve includes all CSDs in Canada not defined as "on-reserve".

The approach adopted is that of Aboriginal identity and the census⁶ questions are formulated as follows:

17: What were the ethnic or cultural origins of this person's ancestors?
Usually, an ancestor is farther away than grandparents.

For example, Canadian, English, Chinese, French, Indian, Italian, German, Scottish, Cree, Mi'kmaq, Salish, Métis, Inuit (Eskimo), Filipino, Irish, Dutch, Ukrainian, Polish, Portuguese, Vietnamese, Korean, Jamaican, Greek, Iranian, Lebanese, Mexican, Somali, Colombian, etc.

18: Is this person an Aboriginal person, that is to say, an Indian of North America, Métis or Inuit (Eskimo)? If "Yes", check it or circles that best describe this person now.

No
Yes, Indian from North America
Yes, Métis
Yes, Inuit (Eskimo)

20: Does this person belong to an Indian band or a First Nation?

No

Yes, belongs to an Indian band or First Nation

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

⁴ <https://www150.statcan.gc.ca/n1/en/catalogue/98-301-X> (for these first 3 definitions)

⁵ <https://www12.statcan.gc.ca/census-recensement/2016/ref/dict/az1-fra.cfm>

⁶ <https://www12.statcan.gc.ca/nhs-enm/2016/ref/questionnaires/questions-eng.cfm>

21: Is this person a Treaty Indian or a Status Indian under the Indian Act of Canada?

No

Yes, Treaty Indian or Registered Indian

These questions are the basis of compilations and are used to group people who have identified themselves as such in the census.

In addition, some concepts related to the concepts of the labor market are used. The main concepts deal with the employment rate (number of people in employment compared to the population aged 15 and over), the unemployment rate (number of unemployed persons compared to the active population) and the participation rate. (number of active persons compared to the population aged 15 and over.) For more detailed definitions, the reader may refer to the cited publication.⁷

⁷ <https://www150.statcan.gc.ca/n1/en/catalogue/71-543-G> , Guide to the Labor Force Survey.

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Introduction

The First Nations and Inuit Labor Market Advisory Committee (FNILMAC), which was established by the Commission des Partenaires du Marché du Travail in February 2010, is the key point of contact for promoting of these clientele away from the labor market and to support, through its opinions and proposals, the integration, reintegration or maintenance of these people. The committee can propose new avenues of action, strategies, various initiatives in the fields of manpower and employment to experiment or to implement and propose the sub-groups which require as a priority public employment services given their problems.

The Committee had decided, in response to its mandate, to commission an initial study in 2012 that focused on data from the 2001 and 2006 Canadian censuses conducted by Statistics Canada. An update in 2016 incorporated data from the 2011 National Household Survey (NHS), as well as data from the Labor Force Survey (LFS) from 2007 to 2015. This update is based on 2016 Census data and LFS estimates to 2018. However, it should be remembered that this last data relates to off-reserve and non-remote NICs. Population projections from Statistics Canada to 2036 are added to those previously available up to 2031, and others on the Québec labor market this time to 2023, thus extending what had been done previously.

The populations covered are First Nations living on reserve or off reserve, and Inuit. Sometimes it is not possible to exclude other Aboriginal groups, most of them Métis. These are numerous in Québec, and their growth has been marked in recent years. Because their labor market status differs significantly from that of NICs, it is important to consider this when Aboriginal data are aggregated.

The work plan adopted is largely the same as that of the previous documents, which has the advantage of being able to measure the progress made by the FNIs during the period from 2001 to 2016, and even 2018 if we retain the LFS data. The analyzes focus on key labor market and demographic indicators, such as activity, employment and unemployment rates, comparing those of First Nations and Inuit (FNI) with those of the general population.

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demographic indicators, such as activity, employment and unemployment rates, comparing those of First Nations and Inuit (FNI) with those of the general population. After describing the data sources and studies used, the definitions and concepts that underlie this work, the first part presents the Québec situation in the Canadian context using the 2016 census figures. more detail in the Québec market, always with the 2016 data collected by Statistics Canada. Socio-economic aspects of NI, such as age, sex, education, language and region of residence are taken into account, enabling better address certain specific problems. Their participation in the labor market is also analyzed, and this section highlights their concentration in certain occupations and sectors of economic activity. In order to fully understand the quality of this participation in the labor market, hours of work, as measured by the type of employment held (full-time, year-round, or other) and annual earnings, are also taken into account.

Since the data are primarily derived from the 2016 Canadian Census, special efforts were made to include a time perspective in the information collected. Sometimes the use of previous censuses, like those of 2001 and 2006, as the National Household Survey (NHS) of 2011 allows to draw some chronological evolution.

The third section will examine this historical dimension in more detail. In addition, the information is updated with the help of the Labor Force Survey (LFS), which identifies certain trends between 2007 and 2018, taking into account the limitations of this survey, which covers only 10,000 households each month, with very few Aboriginal households. Despite this limitation, the monthly frequency provides a large set of data, making relevant observations and confronting other information possible to validate or invalidate them. Although historical comparisons are necessary to measure the relative or absolute changes experienced by aboriginal peoples and to understand their ins and outs, it must keep in mind that economic conditions influence observations made at the moment of the data collection.

A favorable environment may give the false impression of a rapid and lasting progress in the situation of FNIs, and conversely a temporary economic slowdown may lead to the assessment that the situation is deteriorating in the long term, which is not necessarily the case. true. In this case, the year 2016 marked the beginning of an improvement in the labor market in Québec after several difficult years, which partly explains the mixed progress between 2011 and 2016. Since then, the labor market data are much better, and this seems to be the case for FNIs as well.

The fourth part focuses on data from seven selected regions, including on the basis of the size of the population of FNI. There are marked differences between regions and it is important to understand why. Sometimes, internal differences in a region can be large, which highlights the influence of very specific location factors. Since the analyzes are produced from the available data, the sources of information have certain limits, especially of a statistical nature, since the number of people involved quickly becomes small when the analyzes are refined.

A fifth part is added to the present version compared to previous reports. It brings together important factors explaining differences exhibited between FNI and the general public in light of the labor market and income. It is a summary of the main observations made at various places in the previous sections.

Finally, the paper attempts to take into account and integrate elements of the relevant recent literature on the situation of Aboriginal people, including those related to the labor market, thus extending the previous research. As with previous work, this text will be used to monitor and adjust the strategy designed to solve the identified problems and to help remove the obstacles that make it difficult to integrate the labor market of Québec's Aboriginal people.

PART ONE: First Nations and Inuit in the Québec and Canada labour markets

This first part reports on the main demographic indicators and the First Nations and Inuit labor market (FNI) in Québec and Canada⁸. The numbers and relative place of FNI in the total population, the Québec share of FNI in Canada as a whole and the evolution of these numbers and proportions will be examined. It will be the same for key labor market indicators, i.e. the population aged 15 and over, the labor force, the employed, the unemployed, the activity rate of the employment rate and the unemployment rate.

The main purpose of presenting these data is to identify significant trends in FNI progress, particularly from an economic point of view. It must be borne in mind, however, that in addition to the inherent limitations of statistics, cyclical effects are constantly on the way and nuances in the conclusions drawn.

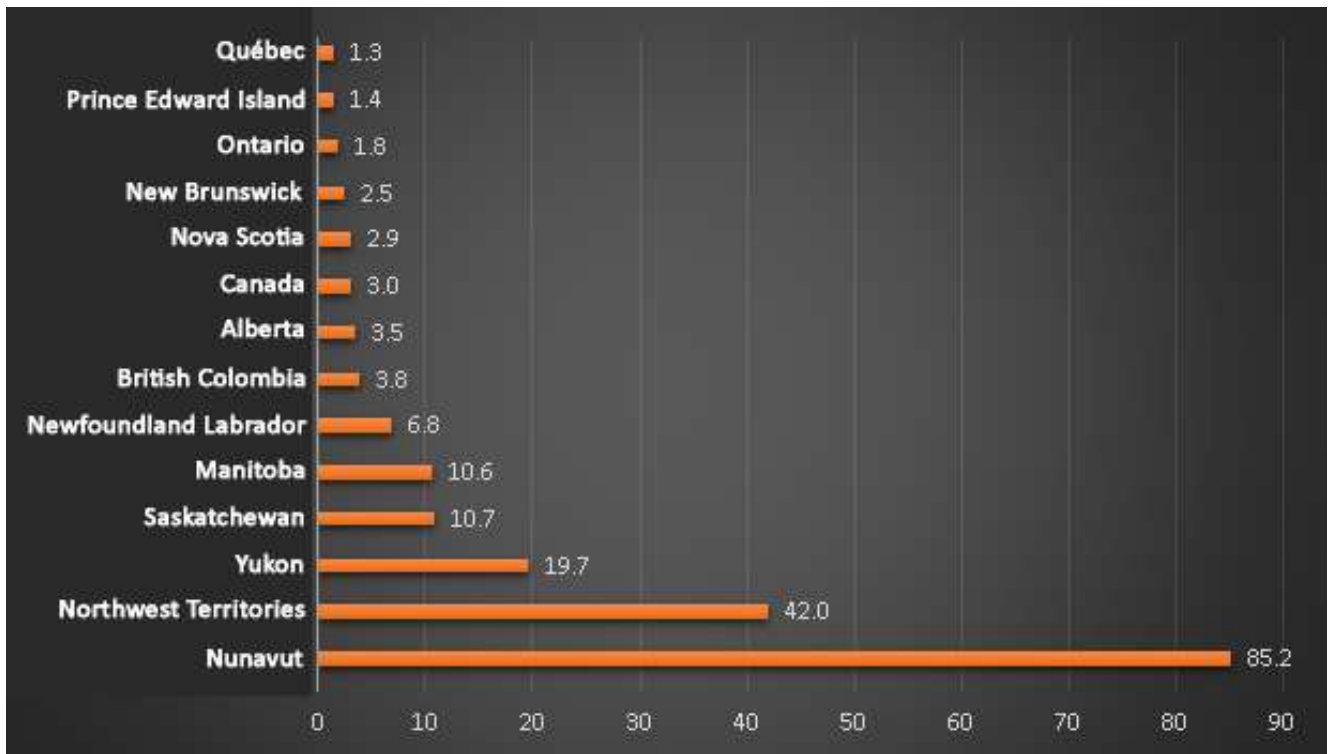
The picture of the situation is an essential part of understanding the reality of FNI, but must feed explanatory nature of analyzes pointing to the determinants of what is observed; and ultimately, it must be used as input to the formulation of guidelines and actions to support a positive development or to remove obstacles that persist.

1.1 First Nations and Inuit of Québec and Canada

Québec had 106,590 FNI in 2016, or 1.3% of the total population (Figure 1 and Table A1). This number and the proportion it represent has been rising for several years. For example, about 1% of the Québec population identified themselves as First Nations and Inuit in 2006; and 1.2% in 2011⁹. Among NICs, the census estimates the population of First Nations (FN, or Native American in the official terminology of Québec) at 92,650 and the Inuit population at 13,940.

⁸ Remember that we will mainly deal with people who's recognized or affirmed identity is belonging to First Nations and Inuit. Occasionally, the Métis, not officially recognized as an Aboriginal group in Québec, will be counted, as will people whose Aboriginal identity is multiple or partial. In Québec, the term Aboriginal is used to designate First Nations or Inuit people, and Native American for a First Nations person: Native Affairs, Native Americans and Inuit Secretariat, *Portrait des Nations du Québec*, 2nd edition, 2011. The term Aboriginal people do not have exactly the same meaning according to Statistics Canada (and the Government of Canada) or the Government of Québec.

Figure 1 Proportion of FNI within the population per province, Canada, 2016



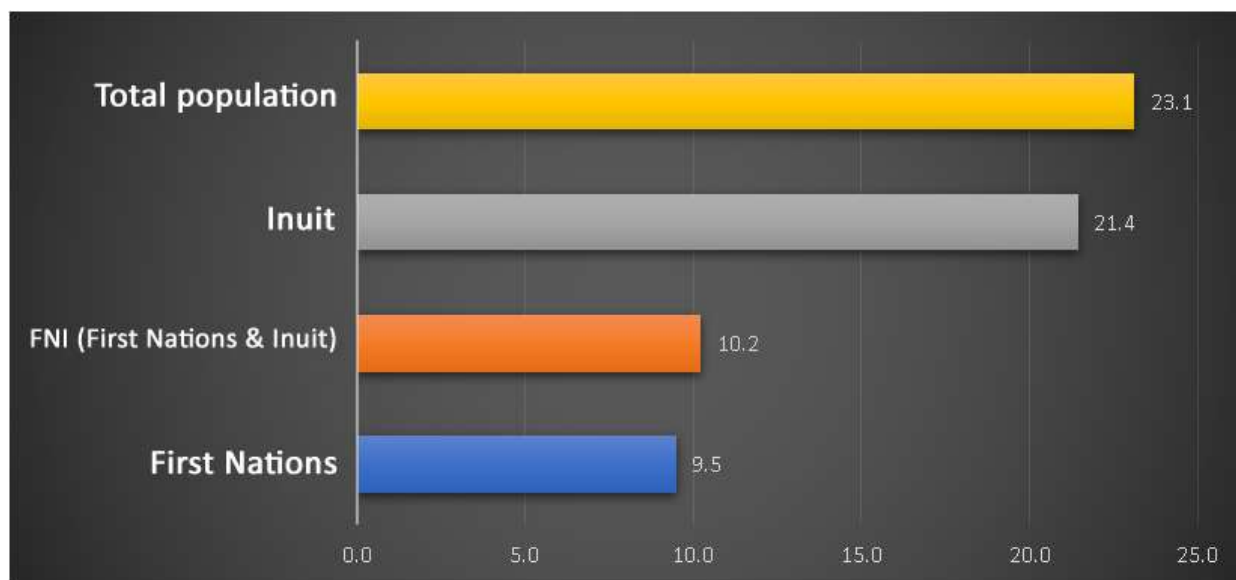
Source: Table A1 in the statistical annex

Québec is the Canadian jurisdiction with the largest FNI population as a proportion of the total population. Considering the broader Aboriginal ancestry population according to self-reporting in the census, Québec account 182,890, or 2.3% of its population in 2016. Only Prince Edward Island has a lower proportion. In the rest of Canada, the Aboriginal presence according to ancestry is 5.6% of the total, more than twice the proportion in Québec. Despite this low percentage, the total number of Aboriginal Québec is the 5th largest province, after Ontario, British Columbia, Alberta and Manitoba, and well ahead of the Territories where the population is yet strongly represented in proportion of residents. According to the criterion of the number, so we can conclude that the Aboriginal reality is important in Québec.

⁹According to the Secrétariat aux affaires autochtones, there are 82,658 Native Americans (of whom 59,129 are on reserve) and 10,883 Inuit, for a total of 93,541 FNIs. See the Secretariat website for 2015 data

<http://www.autochtones.gouv.qc.ca/nations/population.htm>.

Figure 2 Proportion of general population, of FNI, First Nations and Inuit of Québec in all of Canada, 2016



Source: Table A1 in the statistical annex

Québec First Nations have a relatively low weight overall in Canada. These are concentrated in the provinces to the west, including Ontario, which has the most, nearly 237,000, or almost a quarter of the Canadian total. For its part, the Inuit population in Québec is relatively close to the demographic weight of the province as a whole in Canada. Only Nunavut has a larger number.

The case of the Métis is unique to Québec in that they are not subject to recognition based on the existence of established historical communities. However, they are growing strongly according to census data. Thus, they rose from 40,960 in 2011 to 69,360 in 2016, an increase of more than 69%, compared to 3% for the province's total population. The phenomenon of identity migration identified in recent years has grown between 2011 and 2016: people change their response to this question over time, for different reasons. The phenomenon is observed elsewhere in Canada as well, but to a lesser extent than in Québec, at least as far as Métis identity is concerned. The share of the Aboriginal population in Québec (including Métis) increased from 1% in 1996 to 1.1% in 2001 and 1.5% in 2006, to 1.8% in 2011 and 2.3% in 2016 according to Canadian estimates of trends between censuses, confirming, on the one hand, higher natural growth than the rest of Canadians, but also significant voluntary changes in reported identity.

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

The working-age population is identified by Statistics Canada as those aged 15 and over. This is a subset of the population¹⁰. Of the 106,595 FNIs identified in Québec in 2016, 79,580 belonged to this working-age population, or 1.2% of the Québec total. FNIs are somewhat underrepresented in this group, mainly because of the size of the population under 15 years of age, which is higher than that of other Québécois.

Of these 79,580 FNIs of working age, 46,700 were in the labor force, which is composed of employed persons (employed) and unemployed persons, giving a participation rate of 58.7% in 2016, a rate significantly lower than the Québec rate of 64.1%. Some 39,825 were employed, with an employment rate of 50.1%, compared with 59.9% for the population as a whole¹¹ and 6,870 were unemployed, with an unemployment rate of 14.7%, very low, greater than the Québec rate of 7.2%.¹²

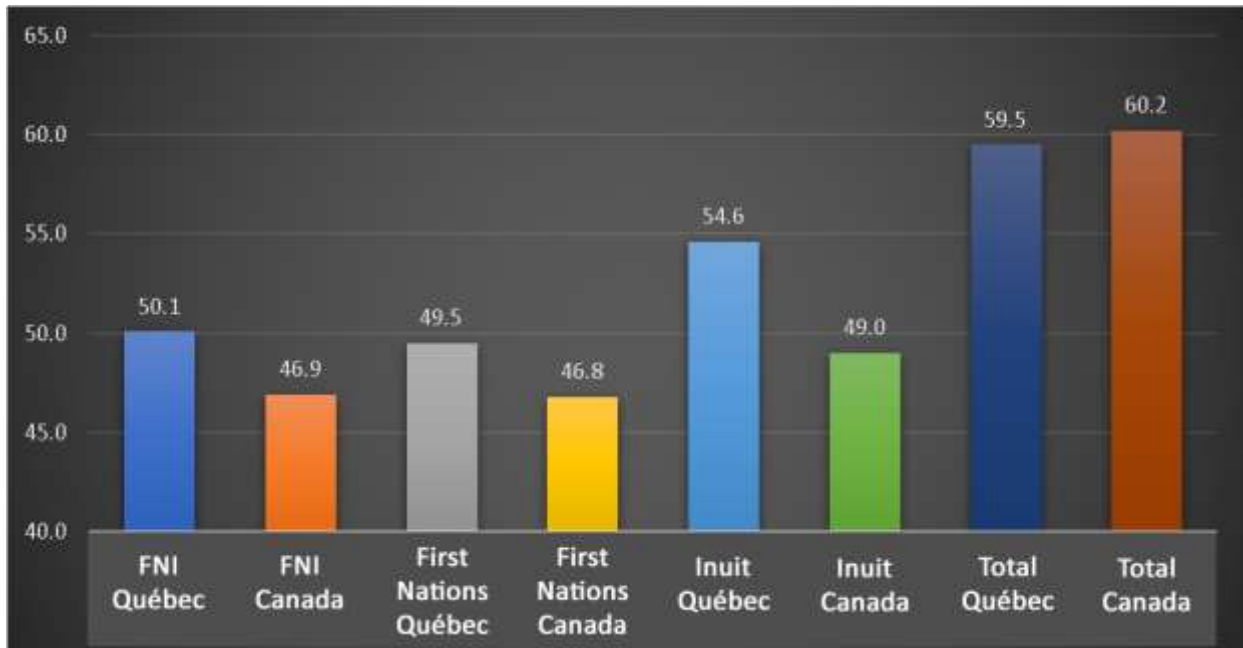
In Québec, employment rates (Chart 3 and Table A2 in the Statistical Appendix) and employment rates for FNIs have historically been lower and unemployment rates higher than those of the general population. These differences are also observed across Canada and in each of the provinces. In 2016, Québec would have done better than the rest of Canada in terms of these specific FNI indicators.

¹⁰ Note that this definition is very broad. Several analyzes restrict the examination to a sub-group, for example, those aged 25 to 54 who are considered to be the hard core of the labor market, given the lower activity of younger students who are frequently in school and older ones who are often retired.

¹¹ It should be remembered that the employment rate is the ratio of employed persons to the population aged 15 and over, and not to the labor force.

¹² Keep in mind that because of small numbers, the data are prone to large margins of error, as well as sudden variations, especially those related to unemployment. This limitation is compounded when the results come from the Labor Force Survey (LFS), which reaches only 10,000 Québec households each month, or more or less 100 Aboriginal households

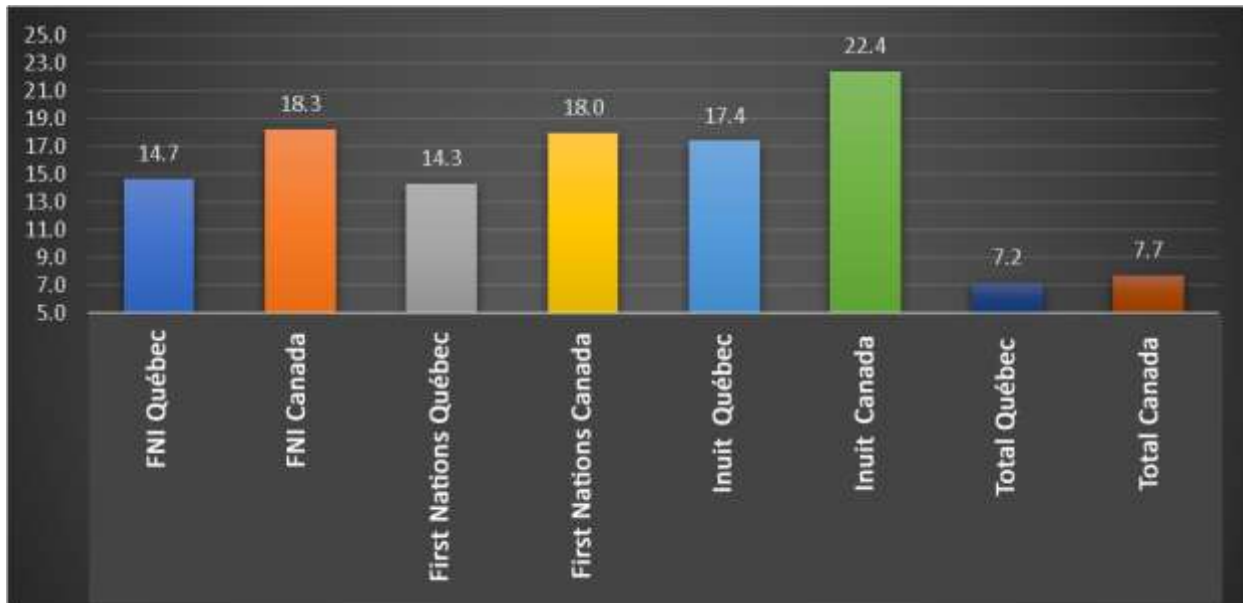
Figure 3 Employment rates of FNIs, Indians and Inuit and all the population, Québec and Canada, 2016



Source: Table A2, Statistical Annex

The gap has been steadily decreasing since 2001. The employment rate has been reduced by 4.2 percentage points, while the unemployment rate has been reduced by 4.1 percentage points. In other words, the FNI made progress in terms of access to employment and their unemployment rate came close to the Québec average in a marked way. These advances seem to be confirmed by the 2017 and 2018 LFS data, which will be discussed in the third section. However, they are less evident between 2011 and 2016, but this may be the result of short-lived cyclical conditions.

Figure 4 Unemployment rate for FNI, for First Nations and Inuit and the general population, Québec, Canada, 2016



Source: Table A2, Statistical Annex

The FNI position for both First Nations and Inuit is better in Québec than in Canada over the past few years in terms of unemployment rates. In this, their situation corresponds to that of the whole population. Historically, Québec had an unemployment rate significantly higher than that observed elsewhere in Canada, mainly in the provinces in the west, including Ontario. However, this trend has been reversed a few times in the last ten years, particularly since 2017. In general, such a marked improvement in the labor market as that observed in Québec recently has benefited more disadvantaged groups in the past. employment, including Aboriginal people, but also immigrants, youth, people with low education, etc.

This is confirmed by the review of the LFS data in particular: the divergence with the rest of the population narrows in terms of activity, employment and unemployment. In addition to the current cyclical effect, it is likely that the slowdown in labor force growth and the increase in retirements are persistent phenomena that will contribute to the reduction of gaps for years to come.

Québec Inuit have the paradox of a fairly high employment rate (54.6%), but a very high unemployment rate (17.4%). This is undoubtedly due in part to the importance of employment in public administrations and the parapublic sector in isolated communities in northern Québec, as well as the presence of mining

activities in some of them. Good job opportunities exist, but they are limited to a few areas, and so they are more volatile than if they were spread across more sectors of the economy.

The case of Québec Métis is intriguing because it does not follow the trend observed in other Aboriginal communities. The indicators that affect them deteriorated between 2011 and 2016, especially with respect to Métis in the rest of Canada. But we have seen that this population increases greatly, particularly because of an identity migration which ensures that historical comparisons are problematic: they are indeed on a population whose composition has probably changed a lot between 2011 and 2016, without us knowing exactly how.

This relative improvement in the labor market for Aboriginal people has progressively reduced the gap between them and the general population. For example, on the employment rate side, this gap went from 11.8 percentage points in 2001 to 7.6 in 2016. And according to the LFS, it would be only 3, 1 percentage point in 2018. Unfortunately, the annual fluctuations that the LFS reveals are too marked to be completely credible. One may think that progress is real, but it is difficult to decide exactly on its magnitude, and even less on its lasting nature or not. In addition, the 2016 Census data do not show a clear improvement over the 2011 NHS in terms of activity and unemployment rates, which calls for caution in assessing the progress made in recent years. years.

However, for the reasons given above, it is to be hoped that this progress is based on a fairly stable structural basis.

PART TWO : The socio-economic and demographic characteristics of First Nations and Inuit

The demographic and socio-economic characteristics of Québec FNIs differ significantly from those of the Québec population as a whole, whether in terms of age cohort composition, life expectancy, average or median age, relative growth in enrollment, education, mother tongue or spoken language. The same goes for labor market indicators, including those by age and sex, by place of residence on reserve or off reserve (or in Nunavik or outside of this territory in the case of Inuit), occupation or sector of economic activity, full-time or not, income, etc. This second part will therefore examine these dissimilarities from the 2016 census data, keeping in mind that these are changing realities. The demographic and socio-economic characteristics of Québec FNIs differ significantly from those of the Québec population as a whole, whether in terms of age cohort composition, life expectancy, average or median age, relative growth of the workforce, education, maternal or spoken language. The same goes for labor market indicators, including those by age and sex, by place of residence on reserve or off reserve (or in Nunavik or outside of this territory in the case of Inuit), occupation or sector of economic activity, full-time or not, income, etc. This second part will therefore examine these dissimilarities from the 2016 census data, keeping in mind that these are changing realities.

Among the issues to be considered are differences in the population living on or off reserve, the impact of the region of residence, the effect of the difference between urban or rural areas, remoteness or proximity of a large population center. Many of these variables also affect non-Aboriginal people in a number of ways, including labor market participation and income. We must therefore seek to understand the determinants that influence outcomes for Aboriginal people to act effectively to solving the problems identified.

2.1 Demographics: recent and planned changes in Québec

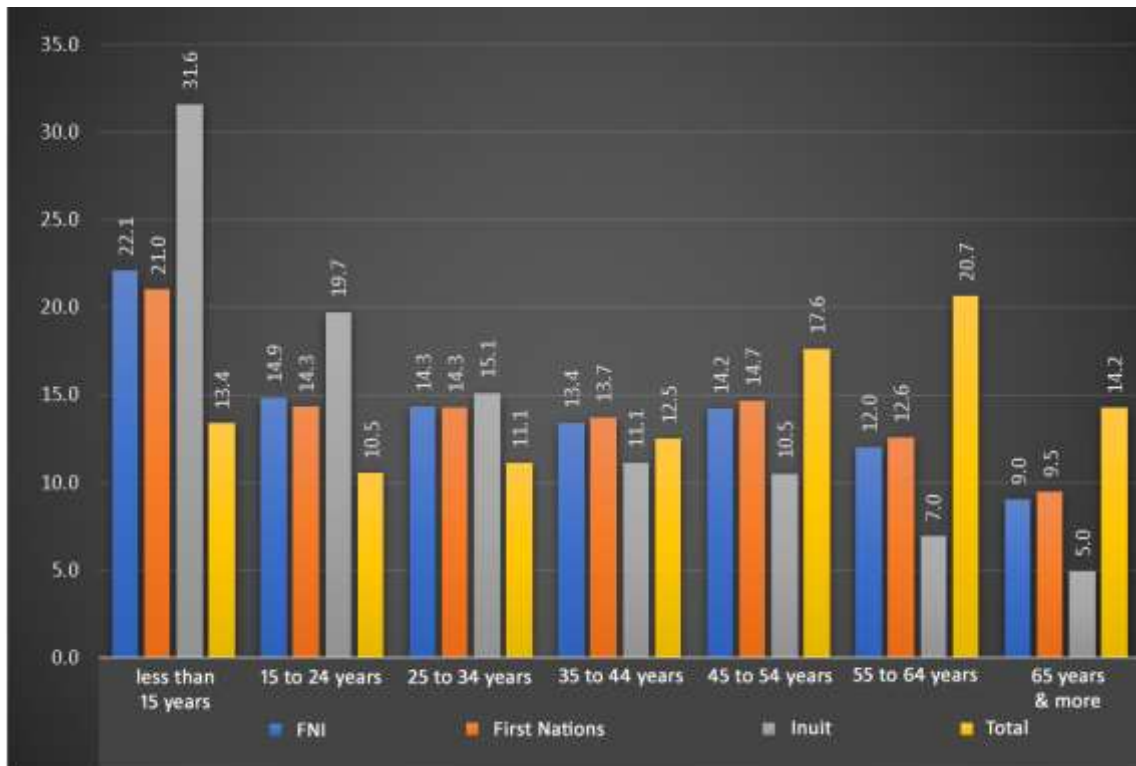
After declining for a very long time in the wake of European colonization, the Aboriginal population of Canada and Québec began to recover, both in terms of total numbers and in proportion to the general population from the middle of the twentieth century. century. Census data confirm this progression. From 2011 to 2016, the Aboriginal population increased from 140,915 to 182,890 in Québec, an increase of nearly 29%, while the total population grew by only 3%. The higher birth rate of Aboriginal people partly

explains this gap and more than compensates for a reduced, but growing, life expectancy. In addition, the migration of identity observed since a few censuses already continues to fuel this growth, which is particularly marked among the Métis, whose numbers have increased by 69% in 5 years. Among FNIs, the variation was 12.2% (12.4% for First Nations and 10.8% for Inuit). First Nations were 92 655, and Inuit 13 940. in the previous period from 2006 to 2011, the increase was a little faster for the Aboriginal group (29% versus 24.9%), but it was concentrated among the Métis. For their part, the FNIs experienced a relative decline in their growth rate, mainly among First Nations (a decline of 26.5% to 12.4%), while for Inuit, the decline was less marked, either from 14.7% from 2006 to 2011 to 10.8% from 2011 to 2016.

Although they account for only 2.3% of the Québec population, Aboriginal people are responsible for 17.6% of the population increase, more than 7½ times their relative weight. Taking into account only FNIs, which represent 1.3% of the total population, their net contribution of 11,600 to Québec's population growth, 232,930 between 2011 and 2016, is 5%, which is almost four times their relative weight.

Figure 5 confirms a distinctive feature of the Aboriginal population, namely, its youth. In particular, we find that under-15s are proportionally much more numerous than in the general population. This is particularly the case for the Inuit where nearly a third of the population is in this age group, against less than a seventh of the total population. In the case of First Nations, just over one in five people are under the age of 15. At the other end of the age pyramid, less than one in 10 Aboriginal people (one in twenty Inuit) are over 65, compared to one in seven in the general population.

Figure 5 Distribution of the FNI population, First Nations and Inuit and the general population, Québec, 2016



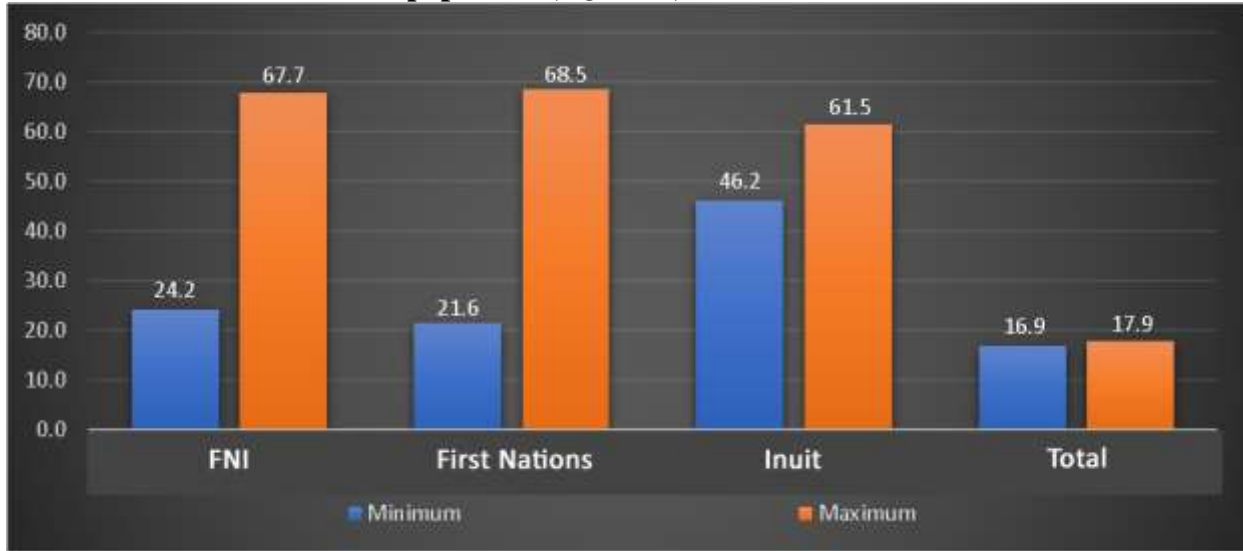
Source: Table A1.1 of the Statistical Annex

Within the population of working age (15 years and over by Statistics Canada), the NICs are underrepresented with 68.9% of the group that is part of, against 72.6% for the Québec population as a together. We understand, however, in what direction the dynamics are: as the 0 to 14 years are the people of working age of tomorrow, the contribution of NICs to the Québec labor force will be much more important than their current demographic weight, provided they have better access to the labor market in the future.

The contribution of Aboriginal people aged 15 to 64 to the growth of the labor force will be considerable in the years to come¹³. This is a crucial issue, not only for Aboriginal people and communities, their prosperity and their economic development, but it also affects all Canadians and Québeckers. The scarcity of workers, which is being felt in Québec in the current context of a prolonged economic expansion and a working-age population (15-64 years old), which is stagnating in practice, constitutes both an opportunity and a challenge for this historically disadvantaged group in terms of employment.

¹³ Gulati, Sonia, *The Long and Winding Road towards Aboriginal Economic Prosperity*, TD Economics, June 2015. Article cited in Régent Chamard, 2016.

Figure 6 Demographic projections for FNI, First Nations and Inuit and the general population, Québec, 2011 à 2036



Source: Statistics Canada, Demosim, 91-552-X, June 2015

By 2036, according to Statistics Canada projections, Aboriginal people in Québec will contribute 9% of overall population growth, but significantly more to the working-age population, mainly because of the presence of the youth cohort. 0 to 14 years of age today and who will become working-age people in the years to come. Data for Québec were not available to our knowledge, the Canadian portrait projections by age group sheds light on important trends. The Aboriginal population over 65 will almost triple over the next two decades, from 5.9% of this population to 16.2% in Canada. Convergence with the rest of the population will continue, but Aboriginal people will not be able to match the profile of the entire Canadian population of 24.2% aged 65 and over.

As a result, the 15 to 64 age group will decrease in the population (from 69.2% in 2011 to 60.3% in 2036), while among Aboriginal people, the decline will be smaller (from 66.7% in 2011 to 64.8% in 2036). As a result, of the 2.1 million newcomers in this age group, 624,000 will be Aboriginal, or 28.9% of the total¹⁴.

¹⁴ Statistics Canada, Population Projections and Aboriginal households in Canada, 2011 to 2036, the team Demosim, Report by Jean-Dominique Morency, Eric Caron Malenfant, Simon Coulombe and Stephanie Langlois no.91-552- X, 2015

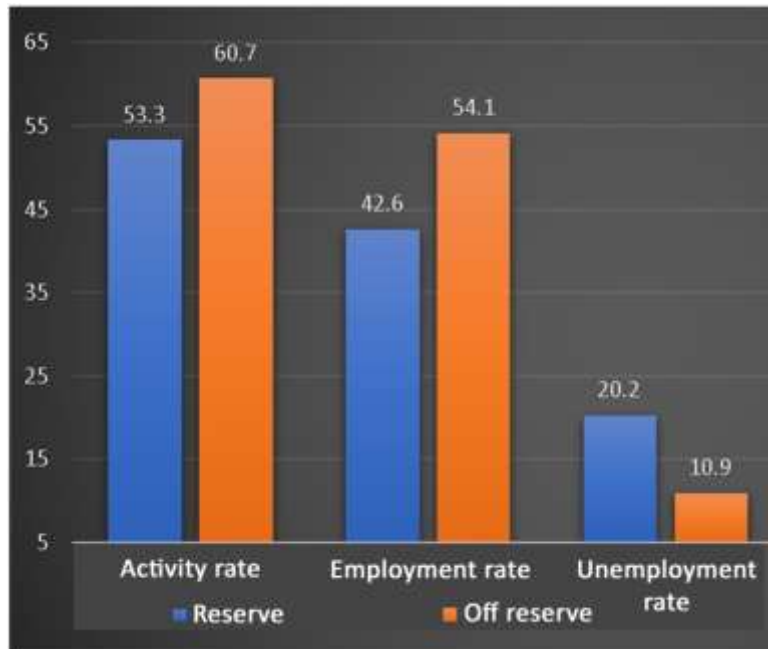
Remember that this is Canadian data because projections broken down by age group are not available for Québec. But one could believe that the trends are broadly the same, keeping in mind the lower demographic weight of Aboriginal people in the province, more than half less than in the rest of Canada.

By applying a rough calculation, reflecting the lower relative weight of Aboriginals in Québec, Aboriginal contributions to the increase of the Québec workforce should be about 12%, and in particular FNI, from 6.5% to 7%, about five times their relative demographic weight. The economic challenge of integrating more successfully into the jobs of these citizens is thus present here too, not to mention the social, cultural and political dimensions that are associated with them.

2.2 Residential distribution

The place of residence is a factor of importance for everyone, particularly with regard to access to the labor market, but also to education or training, health care and the availability of other goods, services or offer or not this place. This is not the case for FNIs. In this section, we will examine the distribution of the population from the point of view of on-reserve and off-reserve residence for First Nations and residence in Nunavik or non-Nunavik for Inuit.

Figure 7 Main labor market indicators for First Nations according to residence on or off reserve, Québec, 2016

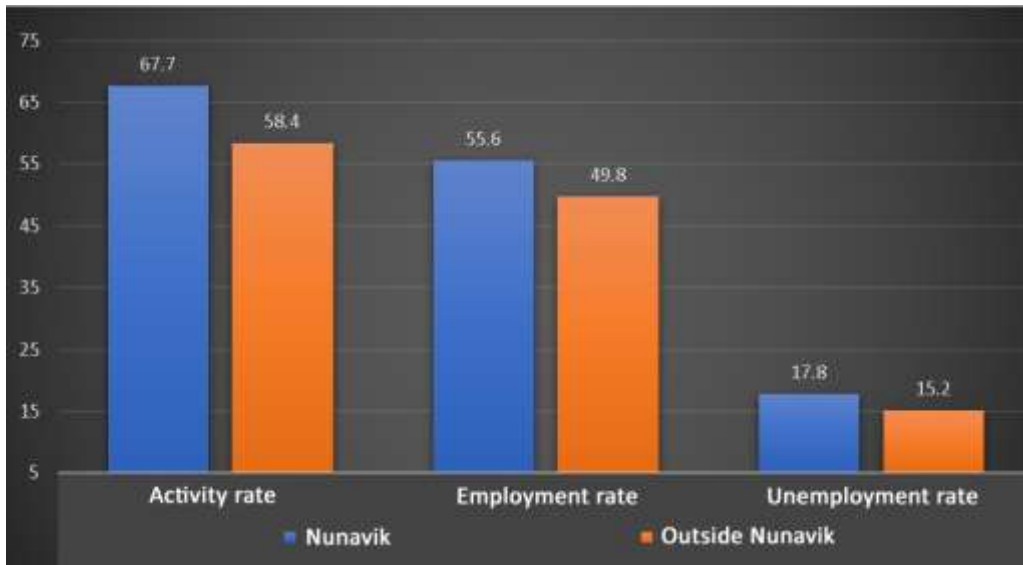


Source: Table A.4.1 of the Statistical Annex

The trend of the off-reserve First Nations population to grow more rapidly has been observed since at least 2001, and has continued from 2011 to 2016. At the last census, 59.6% of this working-age population lived off-reserve (Table A4.1 of the Statistical Annex), compared to 58.1% five years earlier. These figures for Québec are higher than comparable Canadian data. Figure 7 provides an explanation for this trend. It shows that labor market indicators clearly favor the off-reserve population, the employment rate is higher than 11 points and a half percentage points, while the unemployment rate is almost the half (10.9% against 20.2%). We will see in Part IV that the situation of FNI labor market reflects quite accurately the population of the region where they live, with gaps to fill. They work less and more poorly than their fellow citizens, but their situation is better where it is for everyone.

The condition of the Inuit is different in that they are concentrated in Nunavik. The proportion of this population living in the North decreased between 2011 and 2016 (from 87.9% to 84.6%). The same is true for the working-age population, as a decline of 83.4% to 82.8% occurred during this period. However, since the numbers are small, one should not conclude too quickly about the significance of this observation.

Figure 8 Main labour market indicators for Inuit according to residency in or outside of Nunavik, 2016



Source: Table A4.2 of the Statistical Annex

Unlike First Nations, Inuit do not seem to be unduly affected by their remoteness and presence in rural areas or small towns. They are more active and more employed, but they are a little more unemployed than their fellow citizens who have chosen to live elsewhere in Québec. The factors involved may relate to the industry in which they are employed, the occupations they occupy, and their level of education. Spoken language is probably another determinant that can disadvantage people outside Nunavik in the local labor market. The regional aspects are largely conditioned by the difference between rural and urban areas, especially by the presence of census metropolitan areas (CMAs). The difference of situation on the labor market within the First Nations population is mainly observed in this opposition of rural or urban areas outside CMAs on one side, and the other CMA. For example, in 2016, First Nations living in a CMA had an unemployment rate of 9.7%, compared with 15.9% in rural areas and 18.8% in non-CMA urban areas. The same applies to the employment rate: 58% in CMAs, 49% in rural areas and 40.3% in non-CMA urban areas. These differences are major and they reflect in large part the differentiated economic dynamics between cities and the rest of the territory that very generally observed throughout the world. Québec is no exception.

The condition of the Inuit is contrasted in this case as well. In addition to their concentration in rural areas and in small communities, they do not have the same differences as First Nations. Their situation

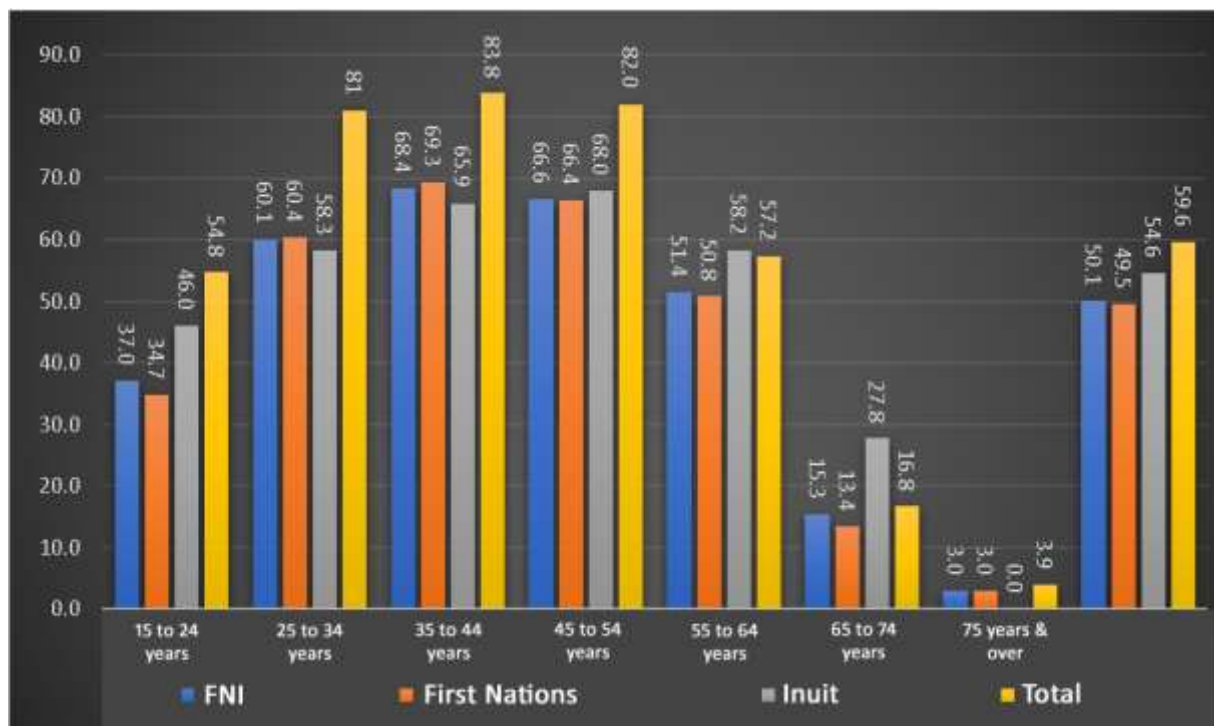
does not improve significantly when they live in a CMA. In 2016, their employment rate was 48.6%, compared to 55.6% in rural areas and 54.6% in non-CMA urban areas, so that despite somewhat lower unemployment (15%), 4% compared with 18.7% in rural areas and 15.7% in non-CMA urban areas), we do not see such a marked gain in living in CMAs in their case. No doubt that the issue of schooling is for many. We will examine it in more detail later. It should also be noted that Inuit have high activity rates, 66.2% in 2016 in total, more than the population as a whole (64.1%), and significantly more than First Nations (57.7%). Finally, regardless of the region of residence, its rural, urban or metropolitan character, FNI labor market indicators lag behind those of the rest of the population, although the gaps appear to be closing, especially during recent years.

2.3 Age groups

Figure 9 and Table A6 in the Statistical Annex illustrate the differences between the FNI, First Nations and Inuit on one side, and the rest of the population on the other, according to age groups. In terms of employment rates, these differences are important to all, i.e. about 15 to 20 percentage points, except among 55 to 64, where it is only about 10 points, and among those aged 65 and over for whom employment rates are low anyway for all segments of the population.

These observations suggest that new generations of FNI does not fill the deficit with the rest of the population, which is worrying. It is extremely important to understand the reasons for this, since, as we have seen, Aboriginal youth will count for a lot in potential recruits for the jobs that will be available in the coming years. Again, the issues go well beyond this, as they concern the place that the First Nations and Inuit occupy in Québec, as well as cultural and social contribution they can make. Between 2011 and 2016, the differences are more pronounced (8.9 percentage points of variance in the employment rate in 2011, against 9.4 in 2016) and therefore do not indicate clear progress has been made. Clearly, persistent barriers are at work and they prevent the desired results from being achieved.

Figure 9 Employment rates for FNI, First Nations and Inuit and the general population according to age group, Québec, 2016



Source: Table A6 of the Statistical Annex

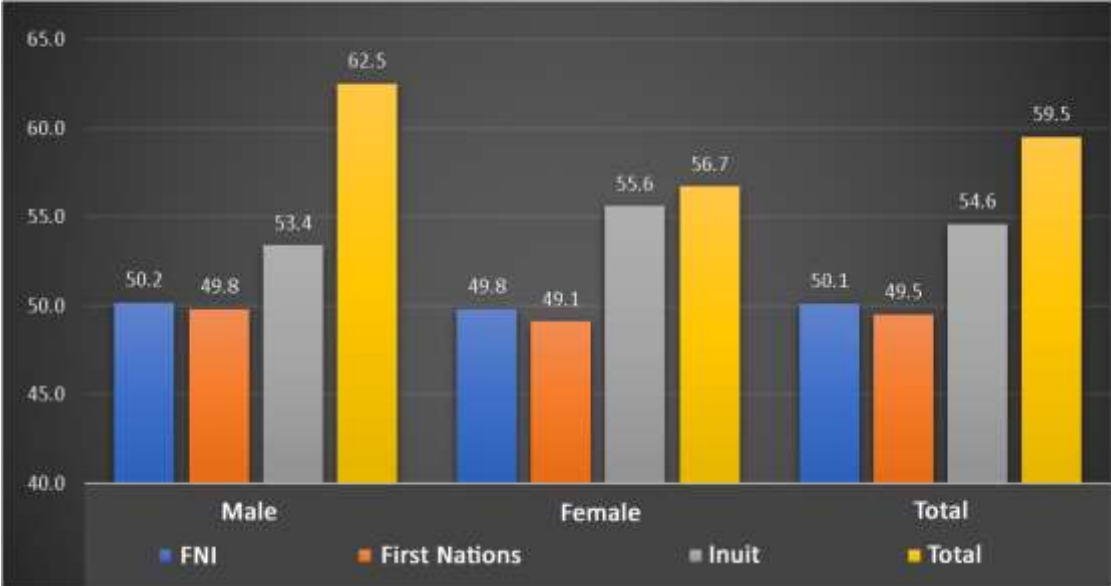
2.4 Sex & gender

Women make up close to half the workforce of FNI (49.7%), higher than in the general population (48%). They also represent a larger share of the population aged 15 and over (51.8%, against 50.9% in the total population). Among Inuit, they even make up the majority of active people (50.7%). Table A7 in the Statistical Annex provides detailed data. We will see later that the higher education of Aboriginal women plays a significant role in this higher participation in the labor market, as well as in the results of this participation, which appear to be better in some respects. In addition, the gap in life expectancy between women and men is higher among FNIs than in the general population.

Despite these findings, Aboriginal women, and more specifically FNIs, have lower participation rates than men, at 56.3% compared to 61.2% among their male counterparts. However, their employment rate is similar to that of men (49.8% vs. 50.2%). This is explained by a much lower unemployment rate of 11.5% compared to 17.4%. Again, schooling is involved.

The under-utilization of the Aboriginal female labor force is evident when compared to non-Aboriginal women, whose participation and employment rates are 60.5% and 56.8%, respectively. Similarly, with an unemployment rate of 6.2%, non-Aboriginal women are significantly less unemployed. But again, the disadvantage of Aboriginal women, FNIs in particular, compared to non-Aboriginal women, is much lower than that of their male counterparts. For example, 7.6 percentage points separate the employment rate of FNI women from that of all Québec women, while this gap is 12.3 percentage points for FNI men.

Figure 10 Employment rates for FNI, First Nations and Inuit and the general population according to gender, Québec, 2016



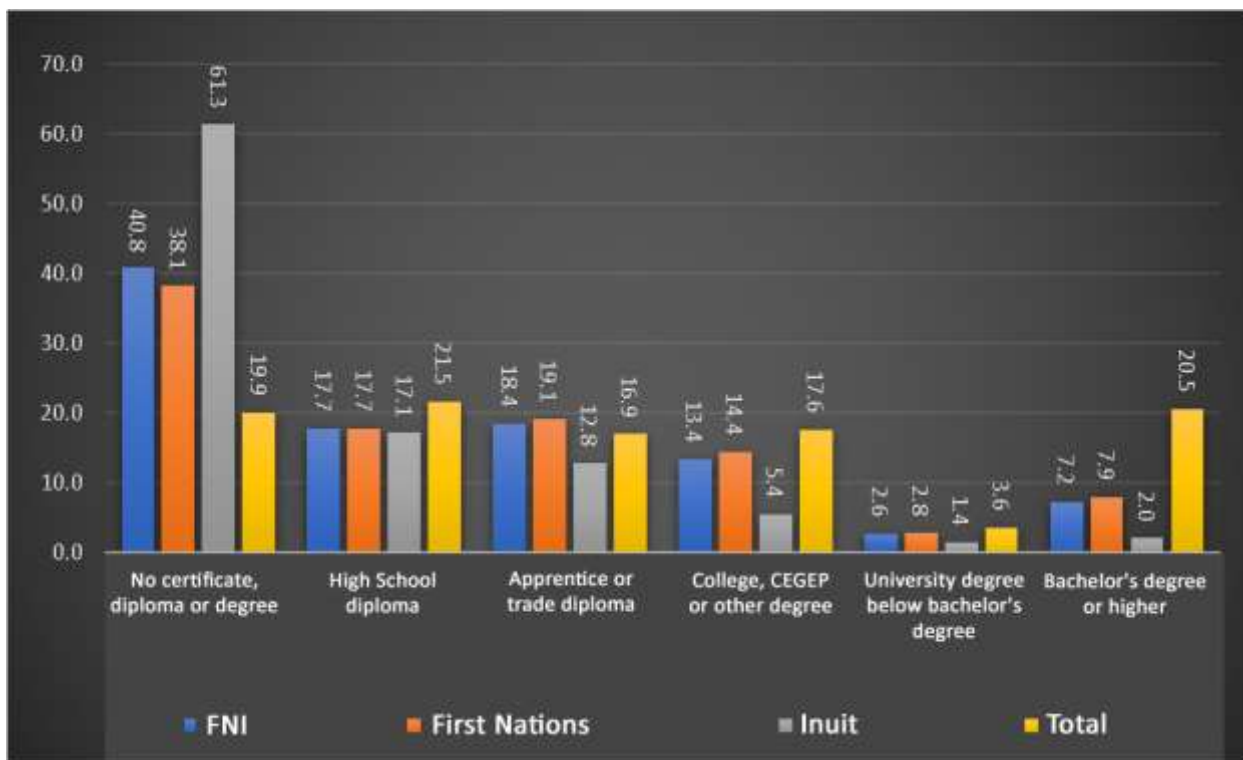
Source: Statistical Annex, Table A7

These findings support those that emerged from the review of data 2011. The FNI women have improved their relative position in the labor market compared to men FNI, but not necessarily deal with non-Aboriginal women, while among men FNI the picture is also nuanced, unemployment has decreased slightly from 17.9% to 17.8%, but the employment rate is lower by 0.7 percentage points compared to 2011. However, the difference in the employment rate of NIC men vis-à-vis the total male population decreased by 0.3 percentage points during this period. Thus, for the FNI men, at least on the comparative basis offered by the 2011 NHS and the 2016 census, which constitute, let us recall, two punctual observation moments that do not necessarily account for the long-term dynamics.

2.5 The level of education

The challenge of schooling is major among the NICs. In 2016, two out of five adults had no certificate, diploma or degree, compared to one in five in the general population. At the other extreme of schooling, 7.2% of adult NICs (about one in fourteen) had a bachelor's degree or above, compared with more than one in five in the total adult population. The gap to be filled is therefore considerable, and it is decisive in terms of access to employment, quality of employment, remuneration, professional or geographical mobility, etc.

Figure 11 Distribution of FNI population, First Nations and Inuit and the general population according to level of educational attainment, Québec 2016



Source: Table A8, Statistical Annex

Significant progress has been made compared to 2011, despite persistent delays. Thus, the percentage of FNI with no degree or certificate was down 2.6 points, while the holders of bachelor's degree or more increased by 09 points. These are positive signs of catching up, which we hope will continue in the future.

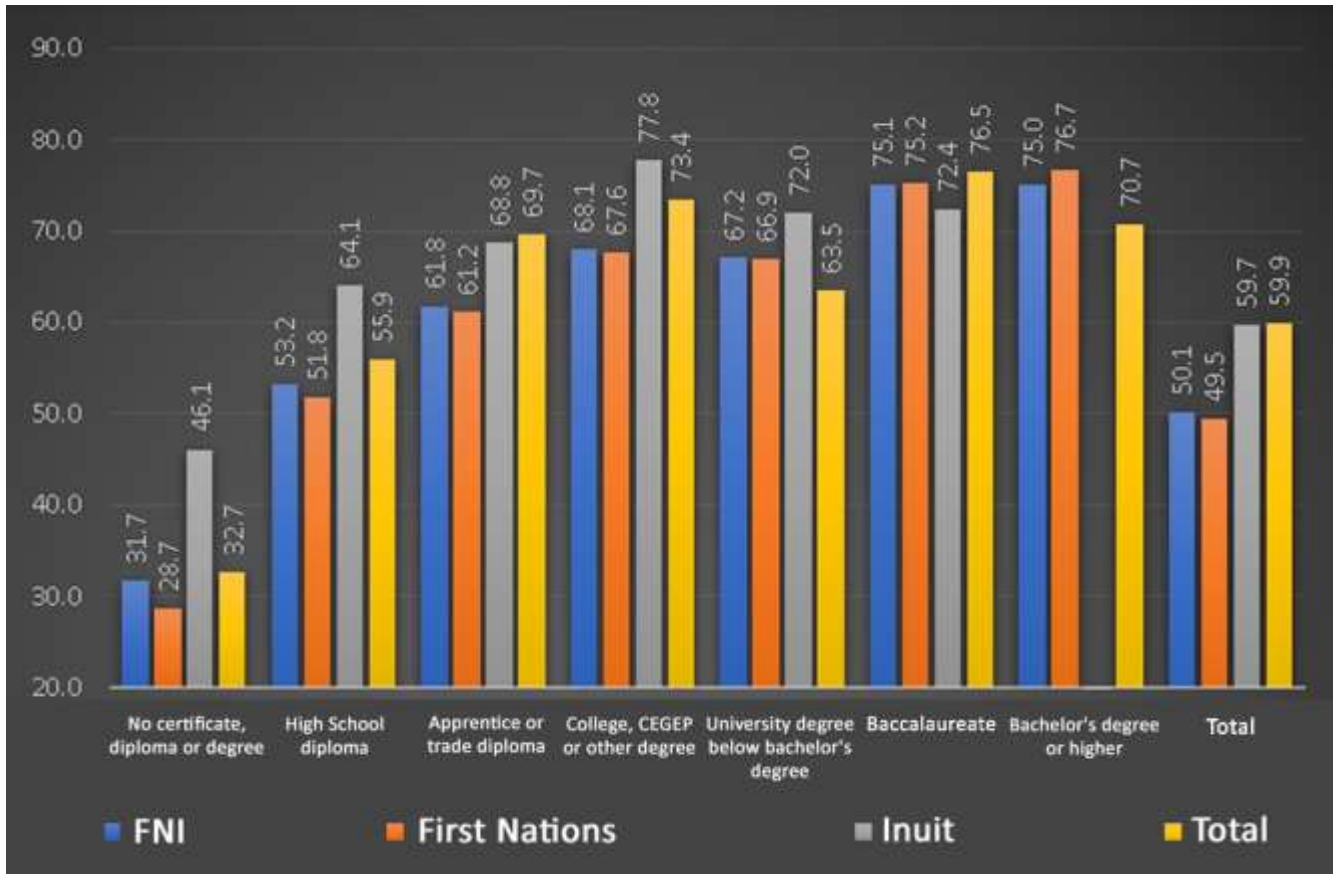
Inuit continue to suffer the most from low school enrollment. More than three in five had no certificate, diploma or degree in 2016, and just 2% had a bachelor's degree or more, ten times less than the general population. Nevertheless, progress is observed between 2011 and 2016.

It is also remarkable that FNI women go to school more than men. Thus, in the 25 to 34 age group, more than two-thirds of the FNI university graduates are women, compared to just under 60% of the total population.

FNI's with no degree, which account for more than 40% of the group, have very low employment rates (31.7% in 2016), compared to the average FNI (50.1%), and especially compared to the most educated whose employment rate is 75.1% for holders of a university degree. In this respect, FNI's differ only marginally from the general population (employment rate of 32.7% for those with the lowest level of education and 76.5% for those with a university degree). At diploma level their labor market performance is only slightly lower than that of non-natives, at least in relation to employment rates.

The challenge is largely access to more advanced studies to further integrate the labor market, and in better conditions.

Figure 12 Employment rates for FNI, First Nations and Inuit and the general population according to their level of educational attainment, Québec, 2016



Source: Table A9 of the Statistical Annex

2.6 Language

The series entitled Profiles 2016¹⁵ Census tells us that 12,670 people using an Aboriginal mother tongue in Québec as the main language in 2015. In addition, nearly 5000 people occasionally used one or aboriginal languages as part of their work . This is a fairly marginal phenomenon, which means that about one in 250 people use an Aboriginal language as part of their work in Québec.

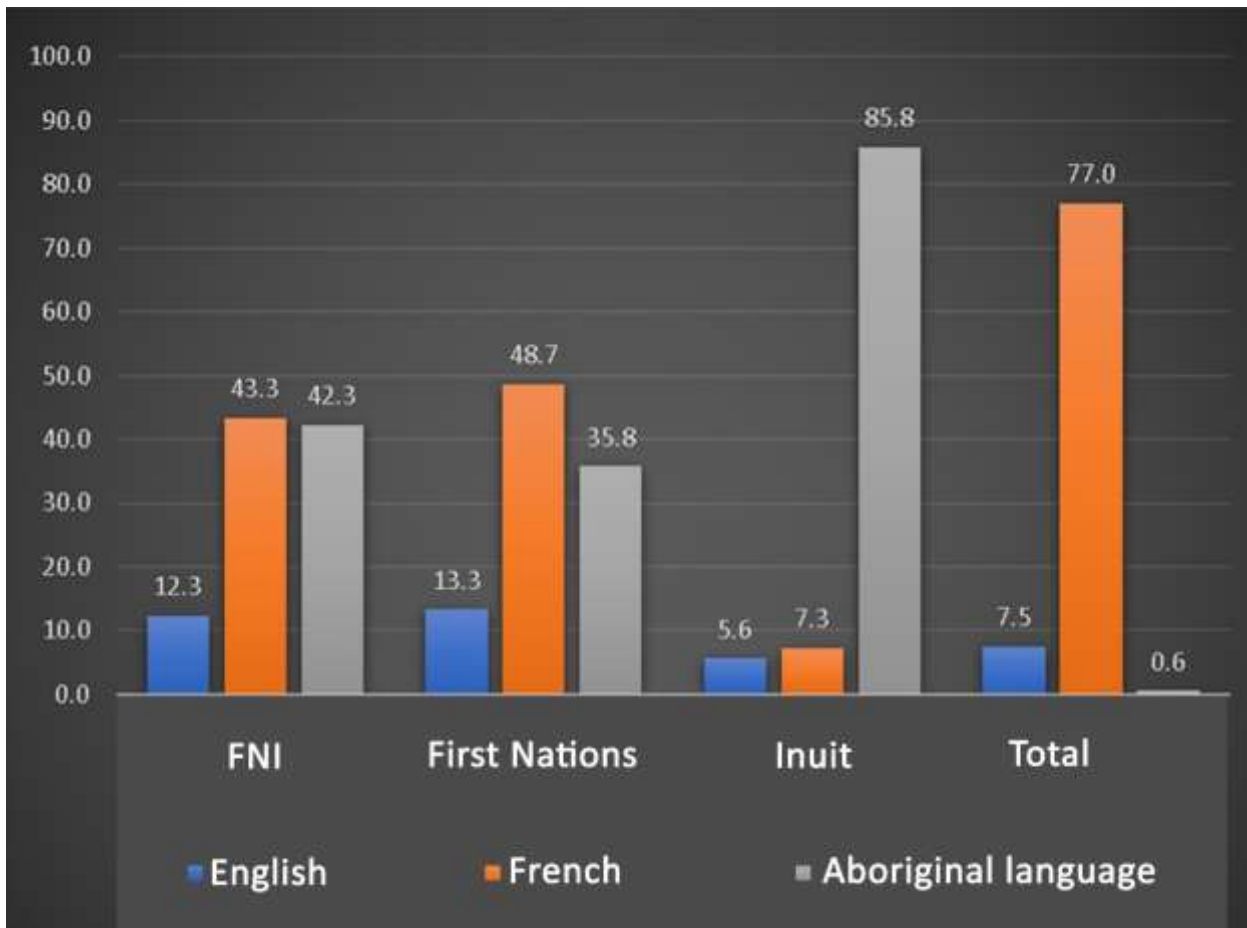
¹⁵ <https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/prof/index.cfm?Lang=E>

The Algonquian languages are the most spoken, including Cree and Montagnais (8,360), followed by Inuktitut (4,290). The other aboriginal languages are thus very little spoken, at least as the main languages of work.

The link between the data on the Aboriginal mother tongue and the situation on the labor market, however, is not determined by the census data. We do not know how those whose mother tongue is Aboriginal are doing well in the Québec labor market. However, we do know that educational attainment is closely related to knowledge of English or French, and that those whose mother tongue is Aboriginal have lower levels of education than other FNIs. According to the data extracted from the Census Profiles, 45,570 people had an Aboriginal mother tongue in Québec in 2016, representing nearly 25% of the population who identifies as Aboriginal. The vast majority spoke an Algonquian language (33,140), followed by Inuktitut (11,895). Given the size of the various populations, Inuktitut and Cree are the languages most spoken by members of an Aboriginal nation, with about five out of six people reporting it as their mother tongue in these two nations.

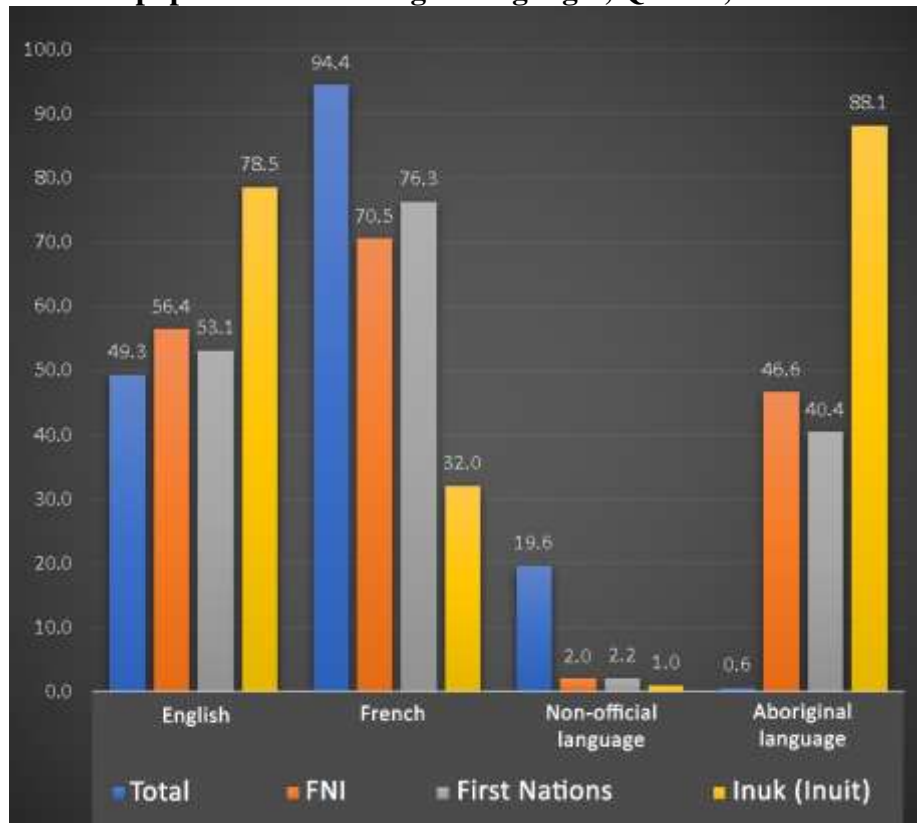
FNI are more likely to have French as their mother tongue (43.3%), followed closely by an Aboriginal language (42.3%). This is a reversal from the 2006 data that indicated that French was behind Aboriginal languages as mother tongue. However, this would be a comparison of the 2011 NHS data, which indicated that 44.1% of FNI had French as their mother tongue. However, this difference is probably not statistically significant, especially considering the often very high nonresponse rates. English ranks third with 12.3% of NICs reporting it as their mother tongue. The Inuit are again distinguished by the fact that the Aboriginal language is not only the mother tongue of a vast majority of them, but also the dominant language of use.

Figure 13 Distribution of the FNI population, First Nations and Inuit and the general population according to first language, Québec, 2016



Source: Statistics Canada, 2016 Census.

Figure 14 Distribution of FNI populations, First Nations and Inuit and the general population according to languages, Québec, 2016



Source: Statistics Canada, 2016 Census.

French is little used by Inuit, less than a third speak (32%), this lack of knowledge is an obstacle to access to education, and possibly to the labor market. A strategy specific to northern communities is required in this regard.

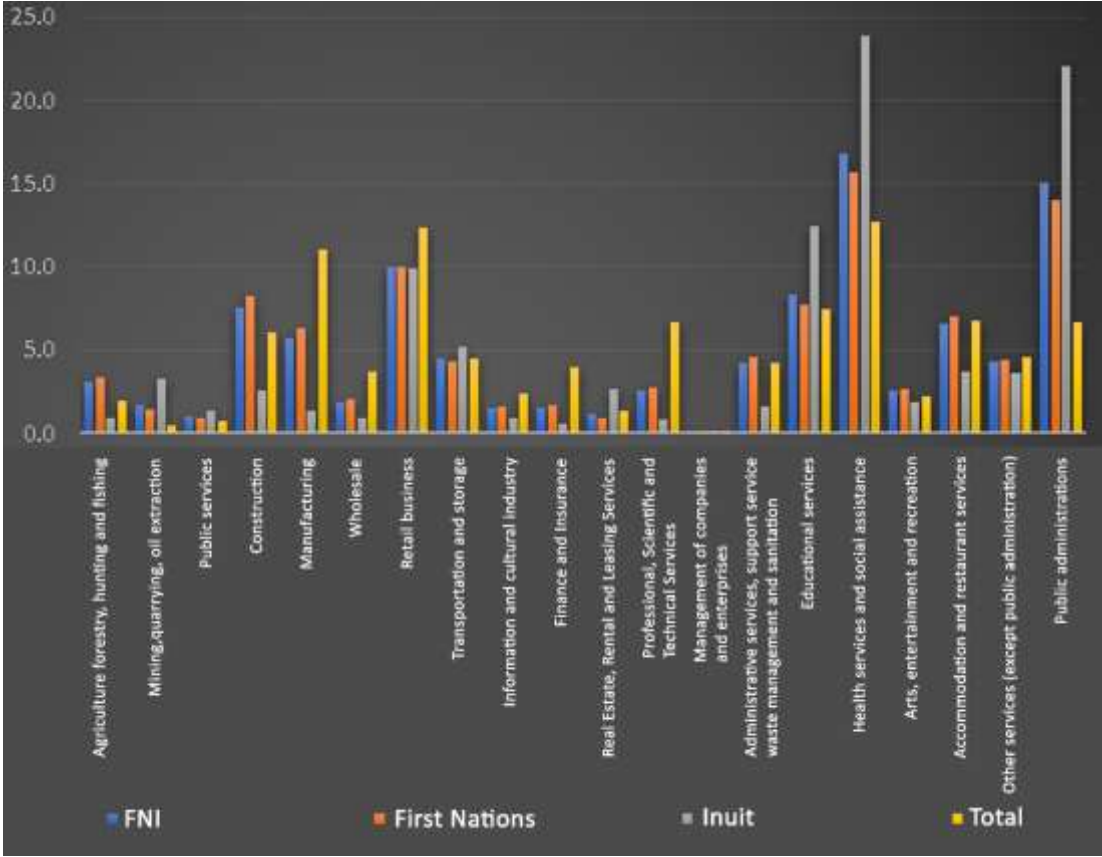
2.7 Sectors of economic activity

Aboriginal people, and more specifically FNIs, are highly concentrated in certain sectors of activity in Québec. It is in health and social services that they are the most numerous. One in six work there (16.8%) or 7780 workers. In the case of the Inuit, this figure rises to almost one in four (23.9%), which is almost double that in the general population (12.7%).

Similarly, FNIs are heavily involved in public administration, where 15% of their workforce work (22% among Inuit), compared to 6.7% of the total population. These two areas, almost all of which are publicly

funded, account for almost one in three FNIs (31.8%), and almost one in two Inuit (45.9%), compared to less than one in five workers in the total population (19.4%). Teaching is another sphere mainly supported by public funds where FNI are over-represented (8.3% of the workforce against 7.5% in total). Agriculture, forestry and hunting (3.1% vs. 2%), mining (1.7% vs. 0.5%) and construction (7.5% and 6.1% respectively) are also areas where the FNIs are overrepresented compared to the general population. On the other hand, they are much less present in some activities, including those offering high salaries such as finance (1.5% of FNIs and 4.0% of the total population) and professional and technical services (2.5% compared to 6.7%), or in one area, information and culture (1.5% vs. 2.4%) where the issue is visibility and the expression of identity. Manufacturing (5.7% among FNI and 11.1% overall) is another sector where they are few. Finally, the retail trade employs a high proportion of FNI (10%, or 4,650 people), but it remains lower than the percentage of the total population (12.3%) who work there.

Figure 15 Distribution of Aboriginal populations and the general population according to sectors of economic activity, Québec, 2016



Source: Table A10 in the Statistical Annex

2.8 Professional groups

Just as they are not very active in the natural and applied sciences industries, FNIs are also underrepresented in the associated occupations. Only 3% of the FNI workforce belongs to these occupations, compared to more than double (6'6%) in the general population. For Inuit, this percentage is only 1.1%. FNIs are also poorly represented in the health professions (4.6%, compared to 6.8% of the total population and just 2.9% among Inuit). This last observation is a little more surprising, since the FNIs, and particularly the Inuit, find themselves little in this sector. It must be understood that they occupy more administrative, support or professional jobs than central functions such as doctors, nurses or health professionals, or that they work more on the social services side than on the other. health. They are also relatively few in managerial positions (7.6% of the FNI workforce and 6.3% of Inuit, compared to 9.6% of the total population).

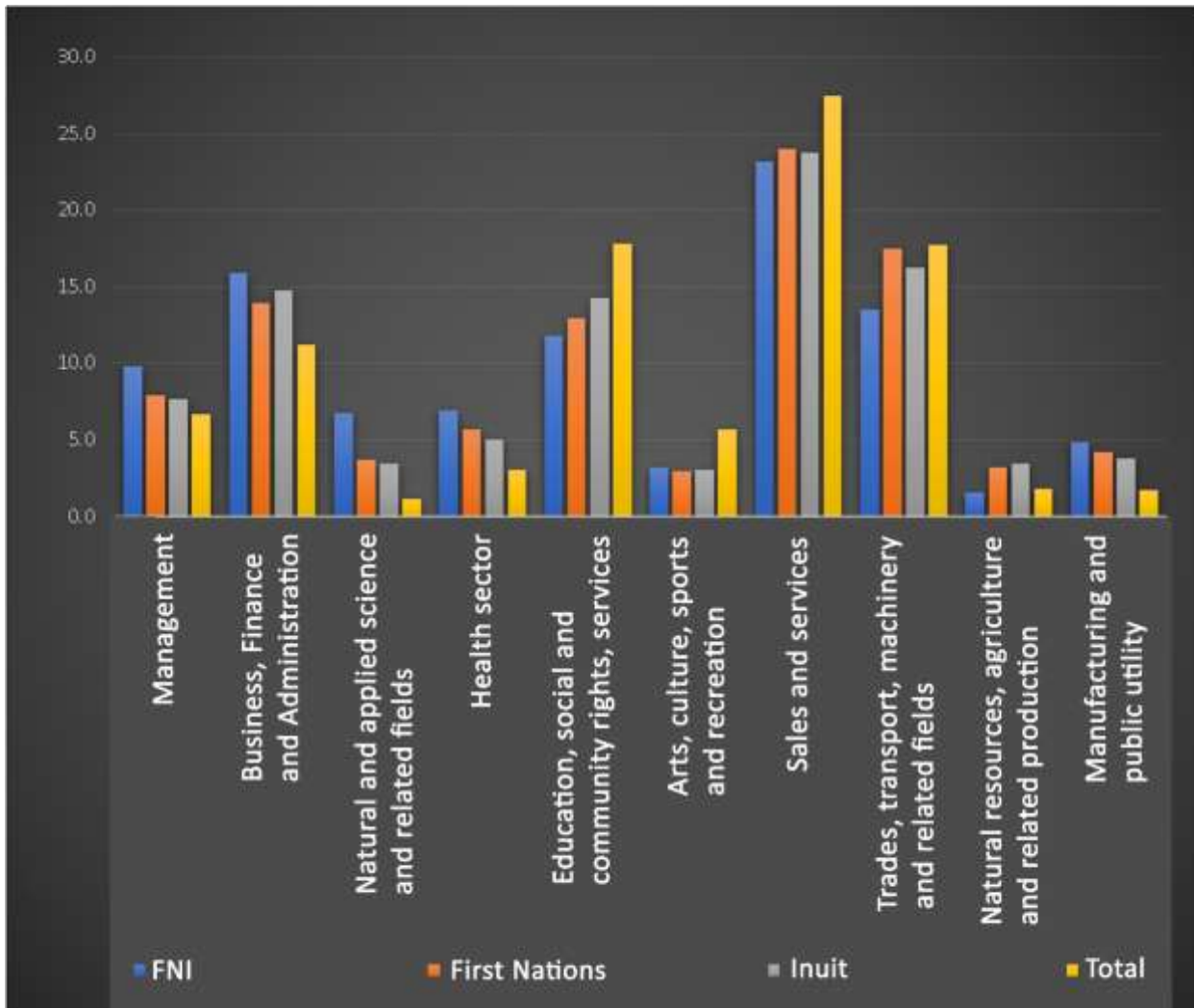
In contrast, the FNIs (14.1%) and even more so the Inuit (16.8%) are very active in education, where 11.5% of the total labor force works there. FNIs are also over-represented in the trades (15.7% for FNIs and 16.8% for Inuit versus 13.1% of the general population). In natural resource occupations, they are more than double, in percentage (3.1% of FNIs work there, compared to 1.5% of the total population).

FNIs (23.2%), like the population as a whole (22.7%), are primarily in sales and service-related roles. Inuit are more present (26.1% of the labor force).

In general, the FNI and Inuit occupy low skill level jobs. Almost one in five, 19.2%, is in a position that requires only on-the-job training (more than a quarter for Inuit, or 25.5%), compared to about one in eight in the general population (12.9%). On the other hand, FNIs are underrepresented in professional occupations that require university education (10.6% of them, 8.2% for Inuit, compared to 18.1% on average in Québec, double). Their underrepresentation in management is less marked (7.2% of their workforce against 9.6% overall), although not negligible.

Obviously, these differences have an impact on the remuneration, the quality and stability of employment, the probability of unemployment, etc., and they are largely a consequence of the under-enrollment of the FNI.

Figure 16 Distribution of FNI, First Nations and Inuit and the general population according to professional level, Québec, 2016



Source: Table A11 in the Statistical Annex.

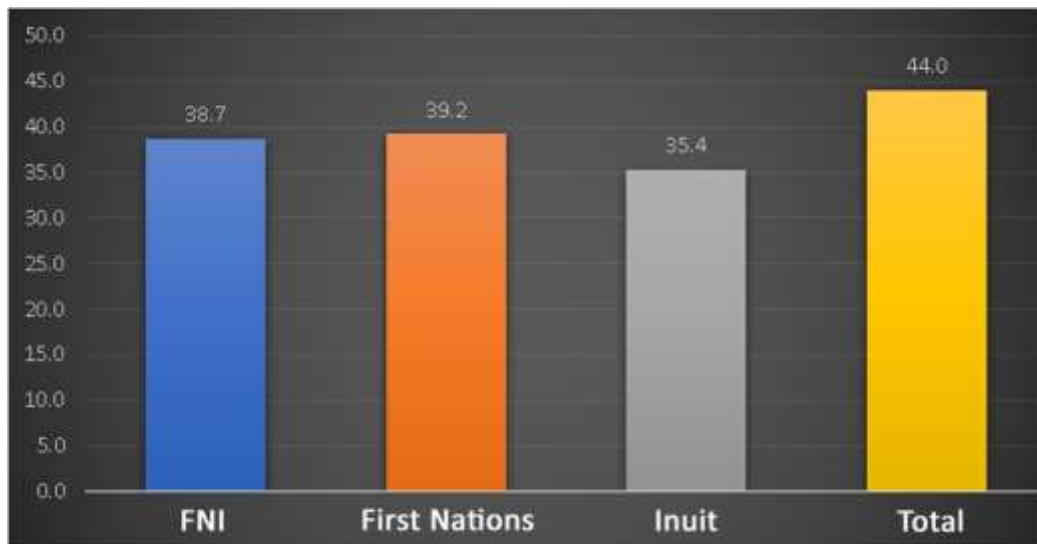
2.9 Hours of work and income

The FNI work less frequently full-time all year (27% for First Nations and Inuit 29.3%) than the rest of the population (31.5% among non-aboriginal). This partly explains the lower incomes of these people. Nevertheless, even when working full-time year-round, their average income is lower (\$ 48,858 for First Nations and \$ 51,564 for Inuit, compared to \$ 56,564 for the general population, or 85% for Inuit). and

90% of this latter amount). We have seen in previous sections that lower education, lower skilled jobs and industries of less remunerative activity contribute to this fact.

The combination of lower wages, whether for a full-time full-year job or for another type of employment, and the fact that NICs work less full-time than the rest of the population, contributes to this. their income is significantly lower (78.6% of the average income for the First Nations and 72.5% for the Inuit). Some progress has been noted, however, since the 2001 and 2006 censuses, but it is modest (about 2.5 percentage points).

Figure 17 Distribution of the FNI population, First Nations and Inuit and the general population according to full time annual employment, Québec, 2015

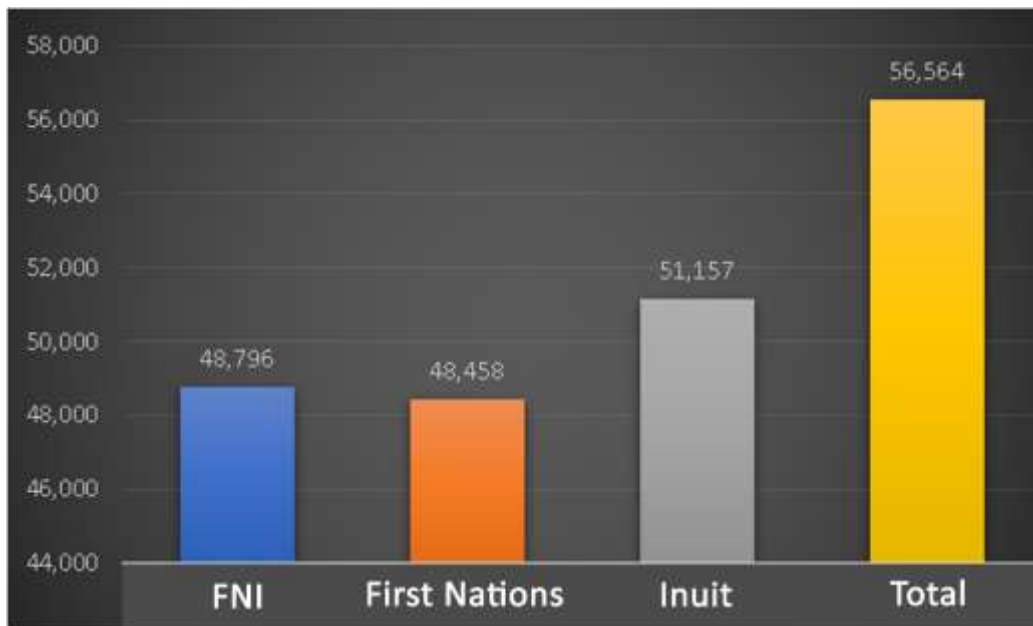


Source: Table A12, Statistical Annex

The proportion of people working full time among those who worked would have declined markedly between 2011 and 2016, for all groups of the population. Among NICs, the decline would have been 4.4 percentage points (from 43.6% to 39.2%), while on average in the general population it would have reached 5 points (from 49 to 44 %). In fact, this trend has been observed since at least 2001. Composition effects are probably at work (more elderly people in the population and more young people among NICs, for example), but perhaps also changes in behavior and possibly cyclical influences.

However, the fact that a smaller proportion of the population works full-time throughout the year does not appear to affect average income growth. It has remained roughly the same in constant dollars over the past 15 years from 2000 to 2015. However, while this income grew by 9.2% between 2010 and 2015 overall of the population, it grew more slowly among First Nations (6.3%) and Inuit (7%).

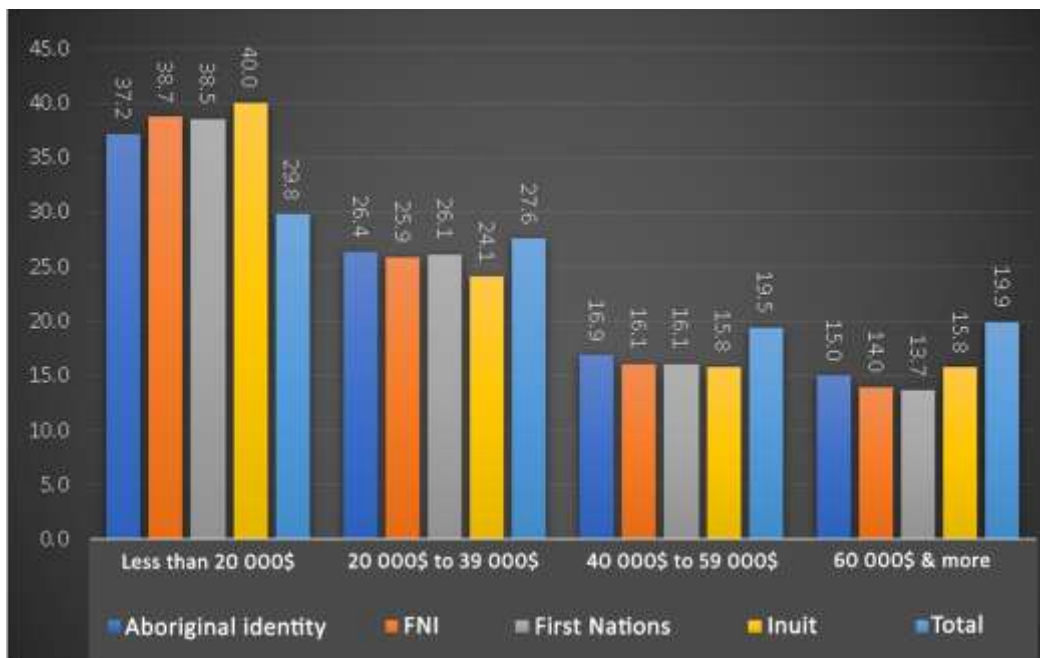
Figure 18 Average employment income of FNI, First Nations, Inuit and all of the population for full-time full-year work, Québec, 2015, in current \$



Source: Table A12, Statistical Annex

A significantly higher proportion of FNIs live on less than \$ 20,000 a year compared to the total population. Among Inuit, they are four in ten in this situation, and they are slightly less among First Nations (38.5%), which exceeds the share of this category in the total population, a little less than three out of ten people (29.8%). At the other end of the income distribution, one in five (19.9%) gets more than \$ 60,000 a year overall, compared to less than one in six Inuit (15.8%), and less than one in seven among First Nations (13.7%). In fact, FNIs are underrepresented in all categories except the very low income groups.

Figure 19 Ristribution (%) dof Aboriginal population, FNI, First Nations and Inuit and the general population saccording to total income levels, Québec, 2015

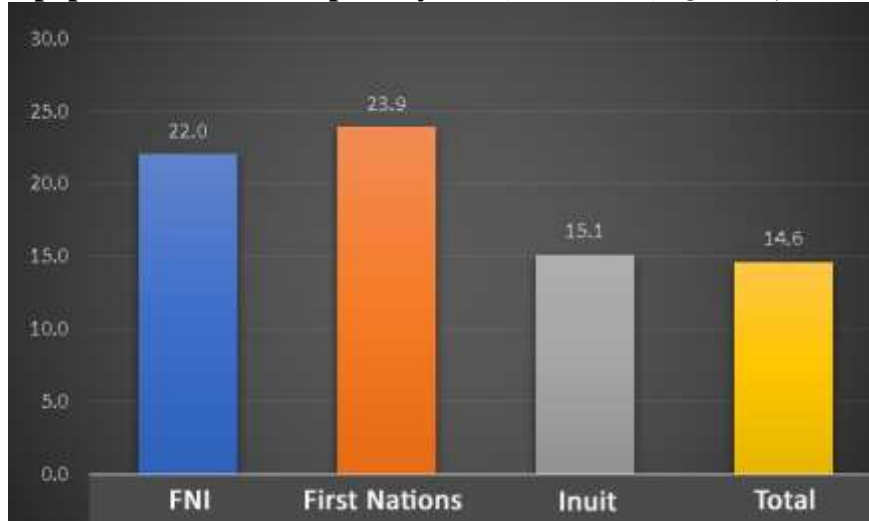


Source: Table A13, Statistical Annex

2.10 People with low income

From the point of view of the incidence of low income after tax, the 2016 census data show a significant improvement on the Inuit side between 2010 and 2015 (from 19.3% to 15.1%), while First Nations would have deteriorated somewhat (from 23.6% to 23.9%). For the general population, the incidence of low income increases from 16.76% in 2010 to 14.6% in 2015. Note, however, that these data, mainly those for Inuit and First Nations, suffer from high nonresponse. Because they are small, a 25% sample, they should be considered with caution. In any case, a persistent gap seems to exist in terms of low income between FNIs and the general population, and it is not clear that this gap is being reversed. It was 5.9 percentage points in 2010, and it rose to 7.4 in 2015, at least according to available figures. On the one hand, the decline in the low-income rate would have been significant in the entire population between these two years, 2.1 percentage points, while it would have decreased by only 0.6 FNI (and only among Inuit). Advances in low income after tax are more a result of FNI redistribution mechanisms (5.1 percentage points of reduction for First Nations and 6.3 for Inuit) than for the general population. (4.1 percentage points.)

Figure 20 Proportion of FNI population, First Nations and Inuit and the general population below the poverty line (after taxes) Québec, 2015



Source: Statistics Canada, 2016 Census

To date, the index of well-being of communities has not been updated with the 2016 Census data. This tool, developed by the Department of Crown-Aboriginal Affairs and Northern Affairs Canada, provides a summary of four welfare components: per capita income, education, housing and the labor market. The Index therefore offers a more comprehensive picture than the measurement of the incidence of low income. Let's recall the main findings from the 2011 NHS.

First Nations living on an Indian reserve, such as the Inuit in the communities of Northern Québec, are at the bottom of this index in four out of five cases. The results for Québec show, in addition to income, education and housing among Inuit and First Nations. Of the 50 sites with the lowest index in Québec in 2011, 13 are Inuit (out of 14), 23 are First Nations Reserves (out of 32). The others are small non-Aboriginal communities, 14 (out of 929)¹⁶. The issue of adequate housing is also identified in several living conditions reviews, particularly for residents of First Nations reserves and Inuit northern villages.¹⁷

¹⁶ Chamard, 2016, page 43.

¹⁷ Statistics Canada, **The housing conditions of Aboriginal people in Canada**

<https://www12.statcan.gc.ca/census-recensement/2016/as-sa/98-200-x/2016021/98-200-x2016021-eng.cfm>

PART THREE : Labor market trends from 2007 to 2018

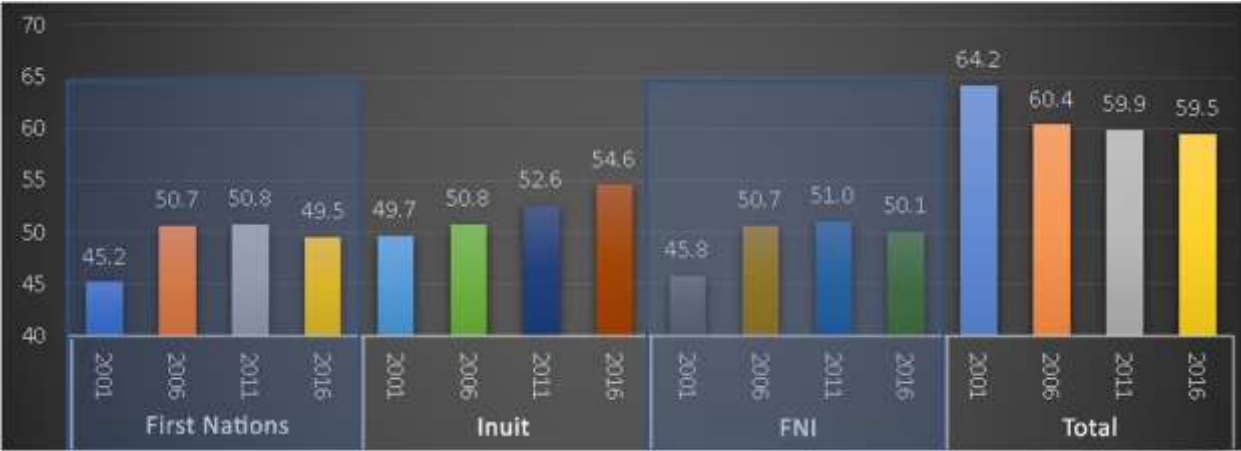
In the first two parts of the document, we examined the condition of FNI using the 2016 Census data, which has enabled to gauge their relative position compared to the general population and NIBP of elsewhere in Canada, from a demographic, labor market and income perspective. We have occasionally discussed the chronological dimension, referring mainly to the 2011 NHS figures, and sometimes also to the 2006 and 2001 censuses. In this section, we will delve deeper into this question of the progression of NICs from a temporal and transversal point of view, that is to say in relation to the evolution of the whole population during these years. Remember that various influences are at work in this evolution.

The most important are of a structural nature, which means that they have a lasting impact on the observed results. People's education is included, as is the demographic composition (age pyramid) and place of residence. Other elements are more volatile, including economic conditions that may change in the short term, for better or for worse. This cyclical aspect plays differently according to the economic sector, the territory or the profession. This is why it is important to distinguish these causes, because they do not lead to the same diagnoses and therefore to the same recommendations in terms of public action.

3.1 Trends between the censuses of 2001 and 2006, the National Survey of 2011 households survey and the 2016 Censuses.

In his analysis of the evolution of indicators of the labor market in general and in particular Aboriginal FNI for the period from 2001 to 2011, Regent Chamard stated that more substantial progress had been made between 2001 and 2006 between 2006 and 2011. the rates of activity and employment had increased at the beginning, while the unemployment rate had declined significantly, which had reduced the deficit with the rest of the population. Subsequently, between 2006 and 2011, the situation was somewhat static and the differences were virtually constant. It must be remembered that a severe recession hit Québec in 2008 and 2009, as did Canada and other countries.

Figure 21 Rate of employment for FNI, First Nations and Inuit and the general population, Québec, 2001, 2006, 2011 and 2016

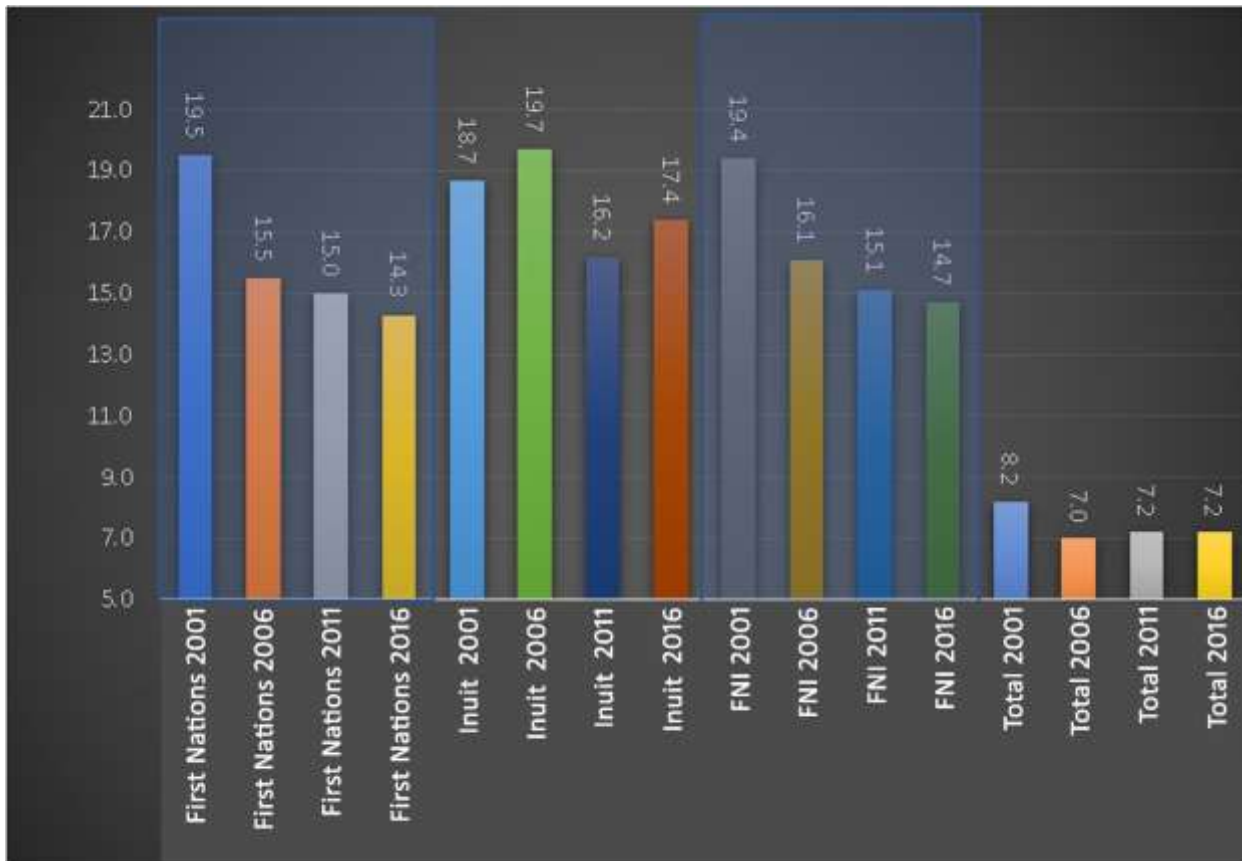


Source: Statistics Canada, 2001 Census, 2006, 2016 and National Household Survey, 2011

Subsequently, a relatively slow recovery, which proved to be tenacious, helped to make up for the losses initially, and then gradually to record gains, particularly in the labor market. Despite this recovery, 2016 Census data show no significant improvement in First Nations activity and employment rates. Thus, the decline in the employment rate would have been 1.3 percentage points during this period (from 50.8% to 49.5%), against a decline of 0.4 points for the overall population (from 59.9% to 59.5%). In contrast, the situation for Inuit would have increased significantly with a gain of 2 percentage points in the employment rate, from 52.6 to 54.6%. We have previously mentioned that demographic factors would have played a role, including the aging of the population, which also affects FNIs, albeit with a significant lag compared to non-Natives. The employment rate of the latter fell sharply between 2001 and 2016, but this is largely due to the aging of the population. Moreover, the relative weight of the largest 15 to 24 years for FNI have played down in view of their participation in the labor market.

The portrait is however paradoxical. Despite the decline in the employment rate, the unemployment rate for First Nations fell from 15% to 14.3%, while that of Inuit increased from 16.2% to 17.4%. This paradox is partly explained by a differentiated evolution of the active population, i.e. people in employment and persons actively seeking employment (the unemployed). The younger demographics of the Inuit may be implicated, but also larger employment opportunities on their side that would result in more people entering the labor force, so that despite a surge in employment unemployment would also increase. This question deserves further examination.

Figure 22 Rate of unemployment for FNI, First Nations and Inuit and the general population, Québec, 2001, 2006, 2011 and 2016



Source: Statistics Canada, 2001 Census, 2006, 2016 and National Household Survey, 2011

3.2 Observed changes in the labor market for some Aboriginal groups from 2007 to 2018

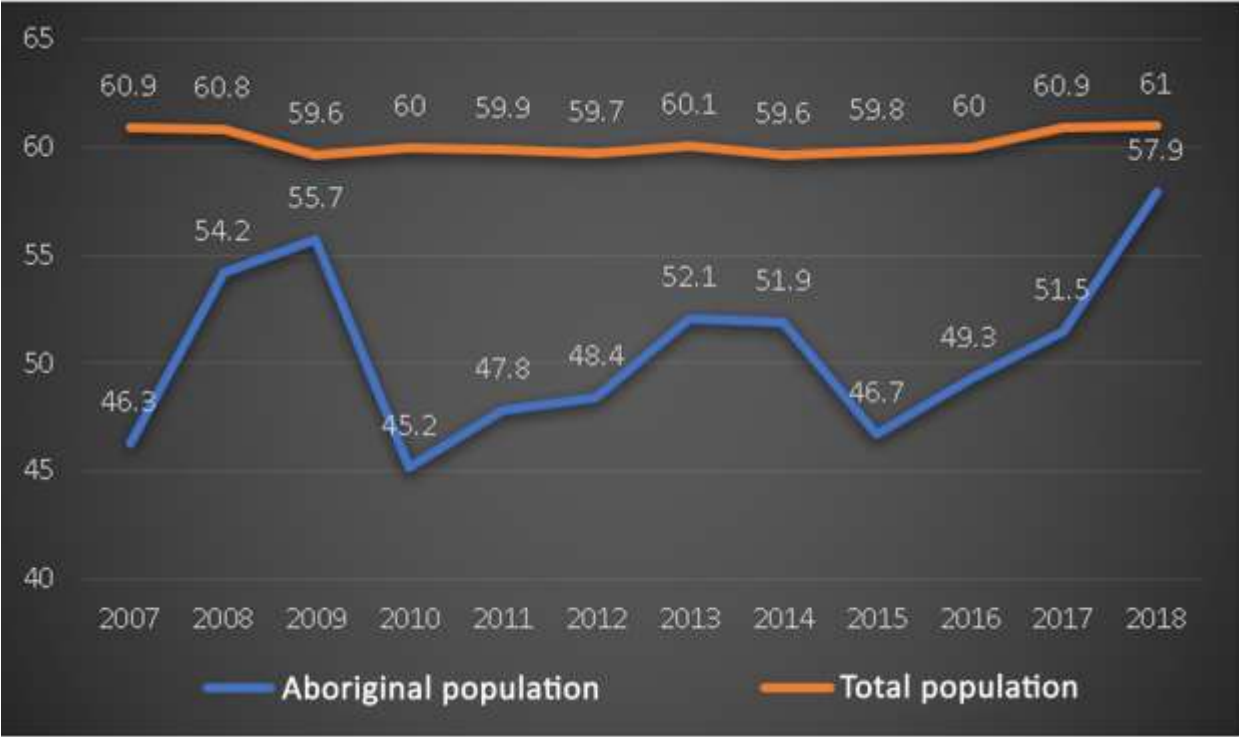
Recall that the annual data from the Labor Force Survey (LFS), which provides information on Aboriginal people since 2007, shows a major and lasting improvement in the situation, at least for the Aboriginal group, which includes the Métis (The figures for First Nations are not robust, however, and vary considerably from one year to another, and those for the Inuit are non-existent, because of the small numbers sampled and the non-coverage of Indian reserves and northern villages.).

The improvement would have been spectacular in 2017 and 2018. Although the data must be considered as suspicious, they are in line with the general trend in Québec on the labor market side. In addition, they are corroborated by observations made across Canada. In addition to the continuation of the economic

recovery, the demographic downturn has had a significant impact on the decline in the unemployment rate, while the employment rate progressed vigorously from 2015. Presumably, the increasing scarcity of people of working age has favored FNI younger on average. We'll see if this explanation is confirmed in the future, or if a recession or even a simple economic slowdown is not going to reverse this trend to improved indicators for Québec Aboriginals.

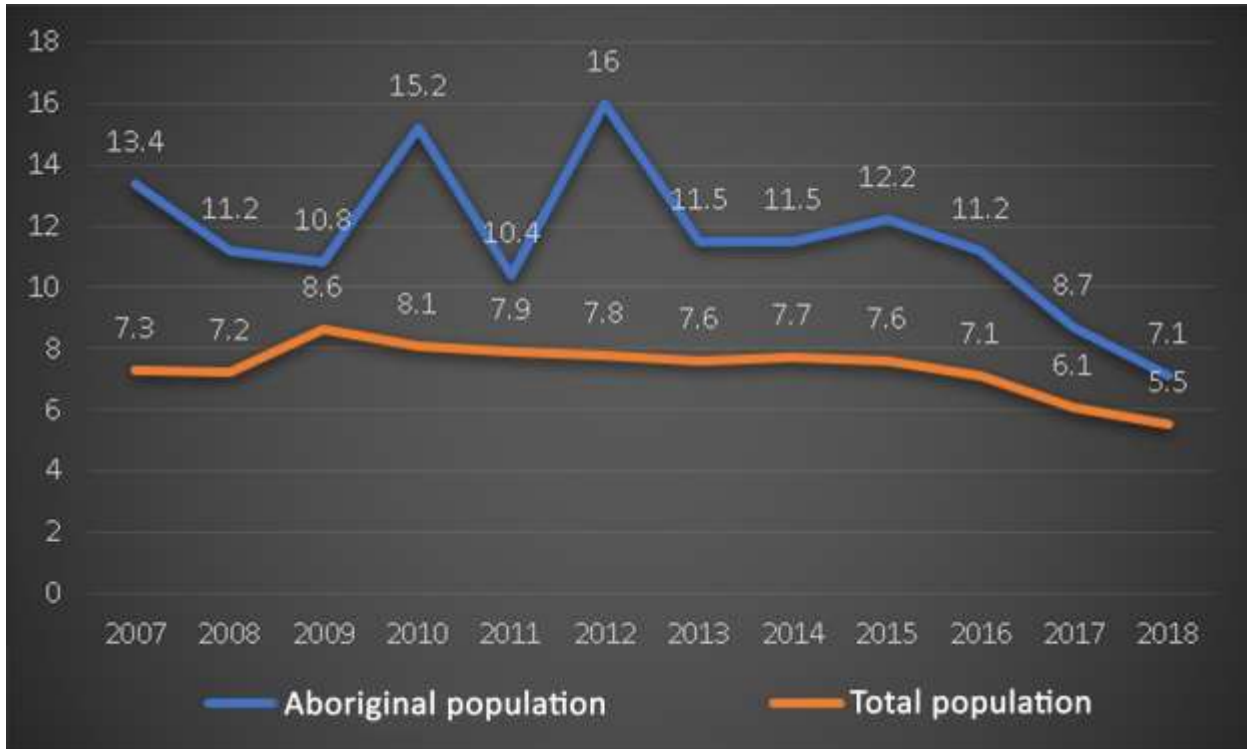
Figure 23 shows that the employment rate of Aboriginal people literally jumped between 2015 and 2018, while it barely moved for the population as a whole. In the latter case, the faster aging of the non-native population is the predominant cause. If this increase Aboriginal employment rate proves sustainable, it will be a major step forward not only to those peoples but also for all of Québec whose challenges with regard to the labor market are of great magnitude with the aging of the population.

Figure 23 Employment rate according to Aboriginal identity, Québec, 2007 to 2018



Source: Statistics Canada, Labor Force Survey

Figure 24 Unemployment rate according to Aboriginal identity, Québec, 2007 to 2018



Source: Statistics Canada, Labor Force Survey

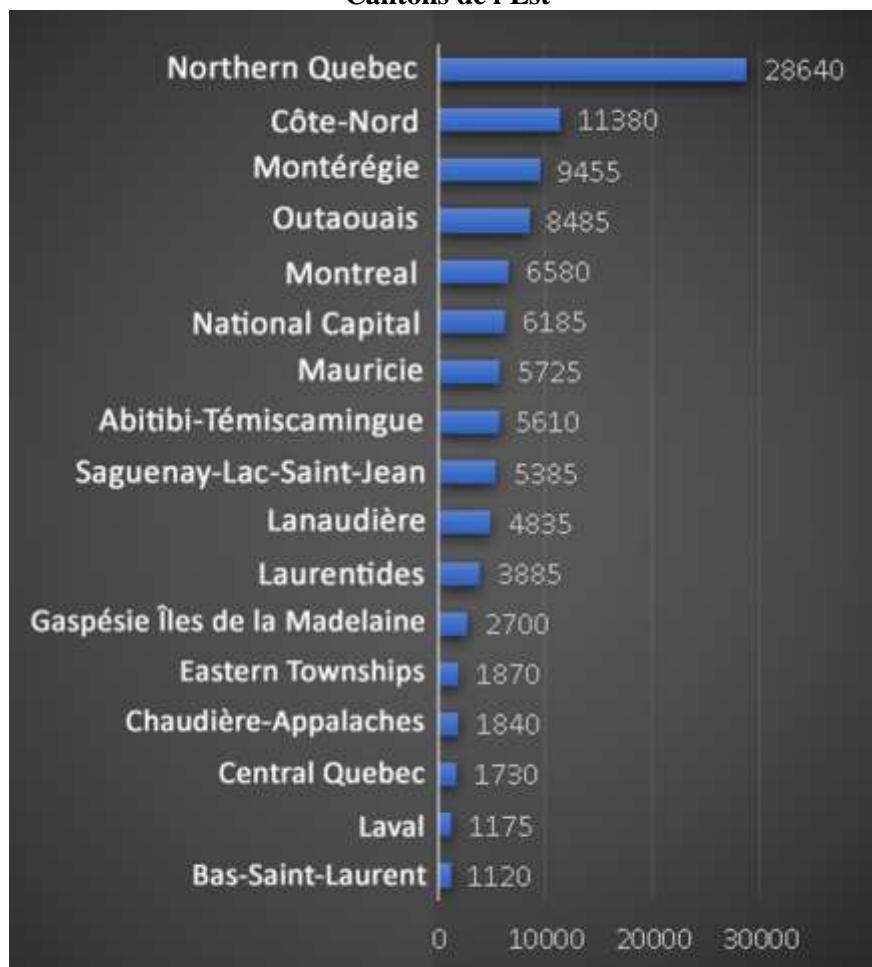
PART FOUR : The Aboriginal labor market in different regions of Québec

4.1 Overview of the different labor markets in the regions of Québec

The territorial distribution of Québec NICs shows a high concentration in a few administrative regions, including Northern Québec and Côte-Nord. Then come the Montérégie, Ottawa, Montreal and the National Capital. These six regions are home to two-thirds (66.6%) of Québec's FNI population. Follow Mauricie, Abitibi-Témiscamingue and Saguenay-Lac-Saint-Jean.

Northern Québec alone accounts for more than a quarter of this population (26.9%). We especially know that almost all of the Inuit population is there, along with several Cree villages of James Bay, an Innu and a Naskapi village.

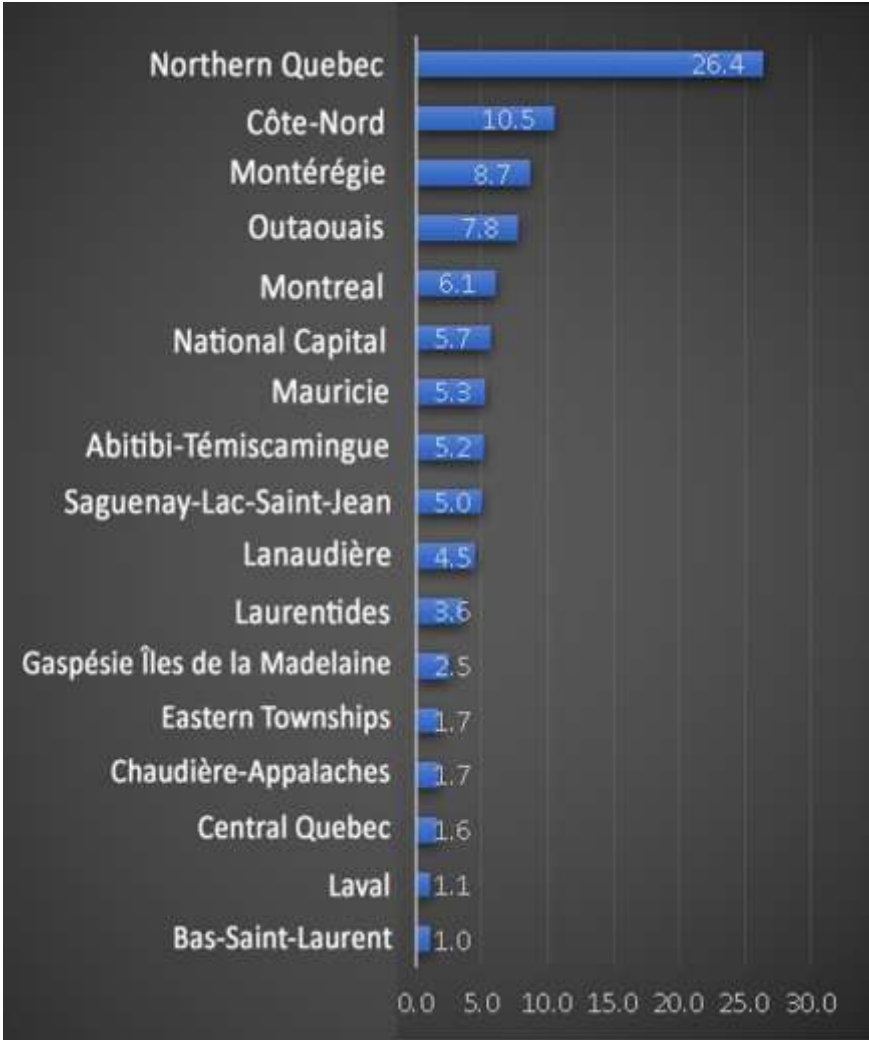
Figure 25 Classification of regions according to FNI, Québec, 2016
Cantons de l'Est



Source: Table A15, Statistical Annex

By adding the North Shore, we reach nearly 40% (37.5%) of the FNI population, a relatively high concentration in regions far from major population centers. This territorial reality has multiple consequences, including those affecting education and access to jobs, services and markets of all kinds.

Figure 26A Classification of regions according to proportion of FNI in the region and in Québec 2016



Source: Table A15, Statistical Annex

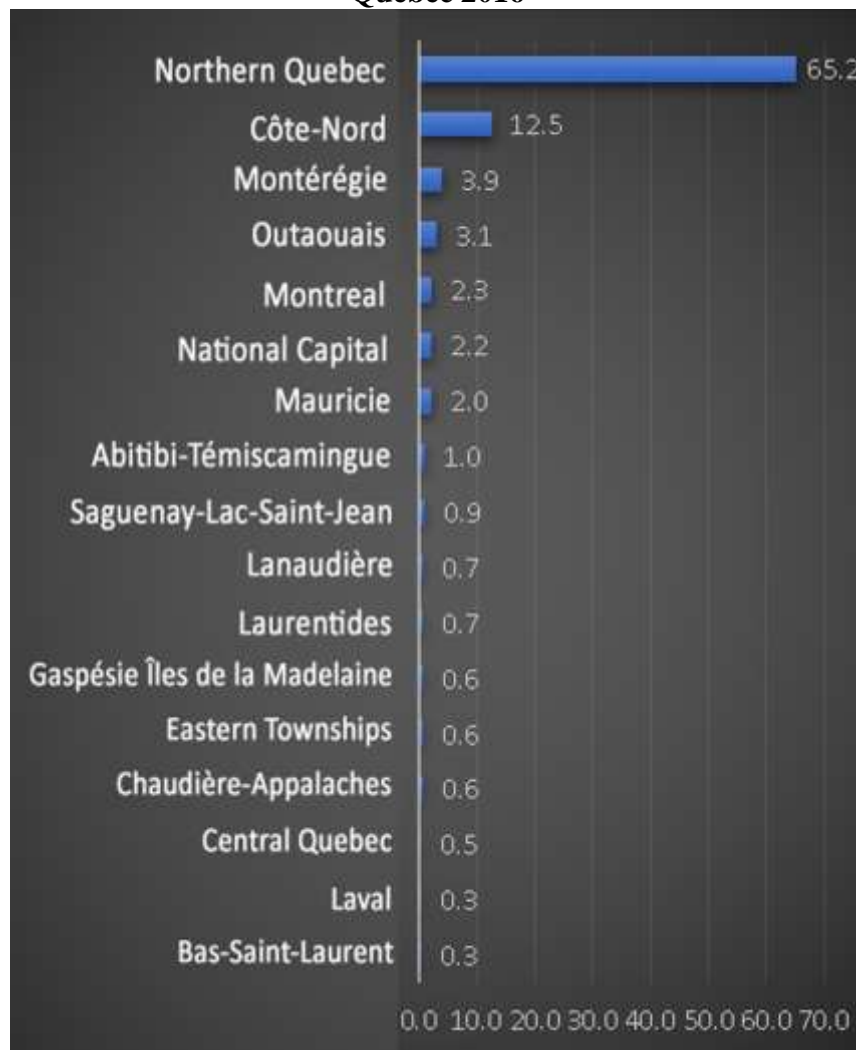
The most populated and most urbanized regions are Montréal, Capitale-Nationale, Montérégie and Outaouais, which are behind the two main population concentration regions, with FNI numbers ranging from more than 6,000 to less than 10,000. The FNI residing here derives a tangible benefit from this situation when considering, in particular, their relative position in the labor market.

Five regions occupy an intermediate position with respect to their FNI population. They are Mauricie, Abitibi-Témiscamingue, Saguenay-Lac-Saint-Jean, Lanaudière and the Laurentians. These five territories have FNI populations ranging from just under 4,000 for the Laurentians to just under 7,000 for the Mauricie and Abitibi-Témiscamingue regions. Gaspésie-Îles-de-la-Madeleine has a distinct rank with an FNI population of 2,700.

At the other end of the distribution, five regions - Bas-Saint-Laurent, Laval, Chaudière-Appalaches, Center-du-Québec and Estrie each account for less than 2% of the total FNI population in Québec.

This asymmetrical distribution is one of the criteria used in the choice of regions, which are discussed in more detail later in this section. The relative weight of the FNI population in the total population is a second important criterion. Finally, the continuity of the analysis conducted by Regent Chamard in his previous work was also taken into consideration.

Figure 26B Classification of regions according to proportion of FNI in the region and in Québec 2016

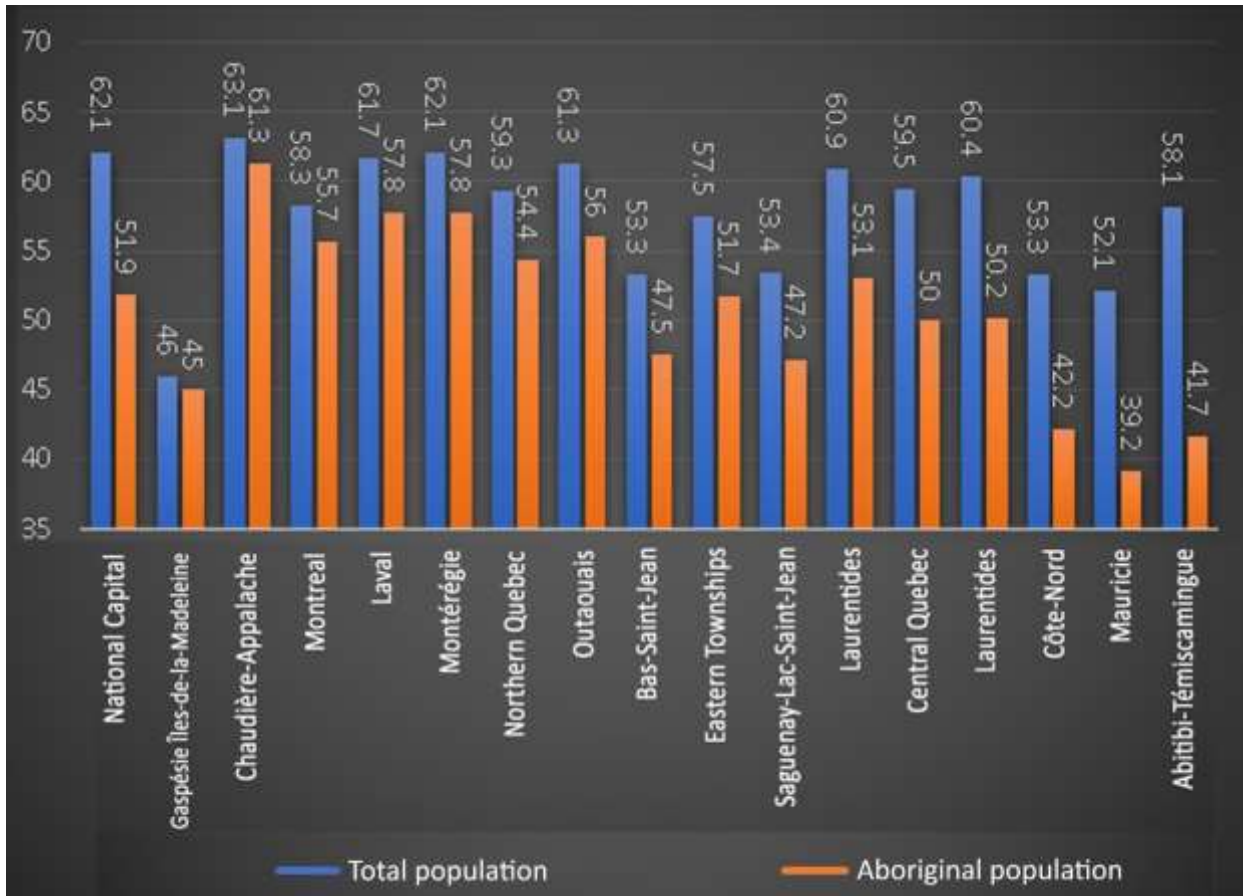


Source: Table A15, Statistical annex

In terms of relative numerical importance, Northern Québec stands out, with close to two-thirds of its population made up of FNI people. Region sparsely populated and distant from major metropolitan centers, the Northern Québec has a place quite distinct in terms of occupation by the FNI populations. The North Shore follows from a distance, with one-eighth of its population composed of FNI. Two regions account for between 3% and 4% of FNI in their total population: Abitibi-Timiskaming and Gaspésie-Îles-de-la-Madeleine. Three regions have between 2% and 3% of their FNI identity population, the Outaouais, the Mauricie and the Saguenay-Lac-Saint-Jean. The remaining 10 regions have 1% or less of FNI in their population. Note for example that Montreal, which is the fifth highest number regional FNI, sharing last place with Laval in terms of relative weight of the FNI in the population, with 0.3%, less than one in 300.

4.2 The regions analyzed

Figure 27 Classification of regions accord to gap in the employment rate between Aboriginals and the general population, Québec, 2016



Source: Table A16 of the Statistical Annex

It is indeed enlightening to examine certain differences between the regions, particularly in terms of employment rates. This indicator is perhaps the best able to measure access to the labor market for different population groups. Some findings emerge. For example, National Capital showed a difference of 0.2 percentage points between Native and all of the working age population in 2016, while Abitibi-Témiscamingue exhibited a difference of its side 16.4 points behind Mauricie, penultimate region with a difference of 12.9 points. The amplitude of the divergences is quite marked. Seven regions had differences of less than five percentage points, six regions were between five and ten points apart, and four had differences greater than 10 percentage points.

The portrait of these disparities is also quite broken. While it can generally be said that the gaps are the least pronounced where the employment rates are the highest, there are significant deviations from this rule. Thus, Gaspésie-Îles-de-la-Madeleine, which has the lowest employment rate in Québec, comes in second place in terms of the difference between the regional and Aboriginal employment rates, just behind National Capital, which is at the forefront for both the highest regional employment rate for the smallest gap between Aboriginal and general population.

Four regions show high-ranking differences between the regional employment situation compared to that of Québec and that of the Aboriginal population vis-à-vis the population of the region. These are Lanaudière (8 ranks apart), Les Laurentides and Abitibi-Timiskaming (6 ranks in each case), and Centre-du-Québec (5 ranks apart). In other words, in these regions, Aboriginal people have a less favorable position in the labor market than we would expect, given the performance of the region in Québec as a whole. In the case of the first three regions mentioned, the different geographic distribution of NICs and the rest of the population is involved: non-Aboriginal people are concentrated in the south and in urban areas, while First Nations are further north where the population is scattered and small.

In contrast, the Gaspésie-Îles-de-la-Madeleine (15 ranks of gap favorable to the Aboriginals), then the Bas-Saint-Laurent and Montreal (both six ranks of gap in favor of the Aboriginals) are the regions where Aboriginals outperform the region in terms of employment rates should predict.

It is difficult to find a single explanation for these results. While there is a general trend toward a better Aboriginal labor market where it is most successful for all, deviations in one direction or the other are unambiguous. Specific and possibly one-off causes probably act in each case. Distinct geographical realities, for example an urbanized part in the south and a small one in the north; the economic structure specific to each territory; the story; the differentiated characteristics of Aboriginal peoples or the regional population; and other factors may play a greater or lesser role.

4.2.1 Northern Québec

The Northern Québec occupies a very unique for the presence of FNI its territory and as to their relative importance in the regional population. Its total population is only 0.6% of that of Québec, but it is home to more than a quarter of Québec FNI (26.9%), and its population is two-thirds Aboriginal (65.5% of which is FNI). It is also the region which comes first, and by far, as to the number of Inuit (11,885, or more than five-sixths of these, 85.3%). Its 16,755¹⁸ members of First Nations are also the first regional ranking according to census data from 2016. Another feature of the region is the concentration of FN on reserves and Inuit in northern villages. Elsewhere, the percentage of NIC living off-reserve is higher.

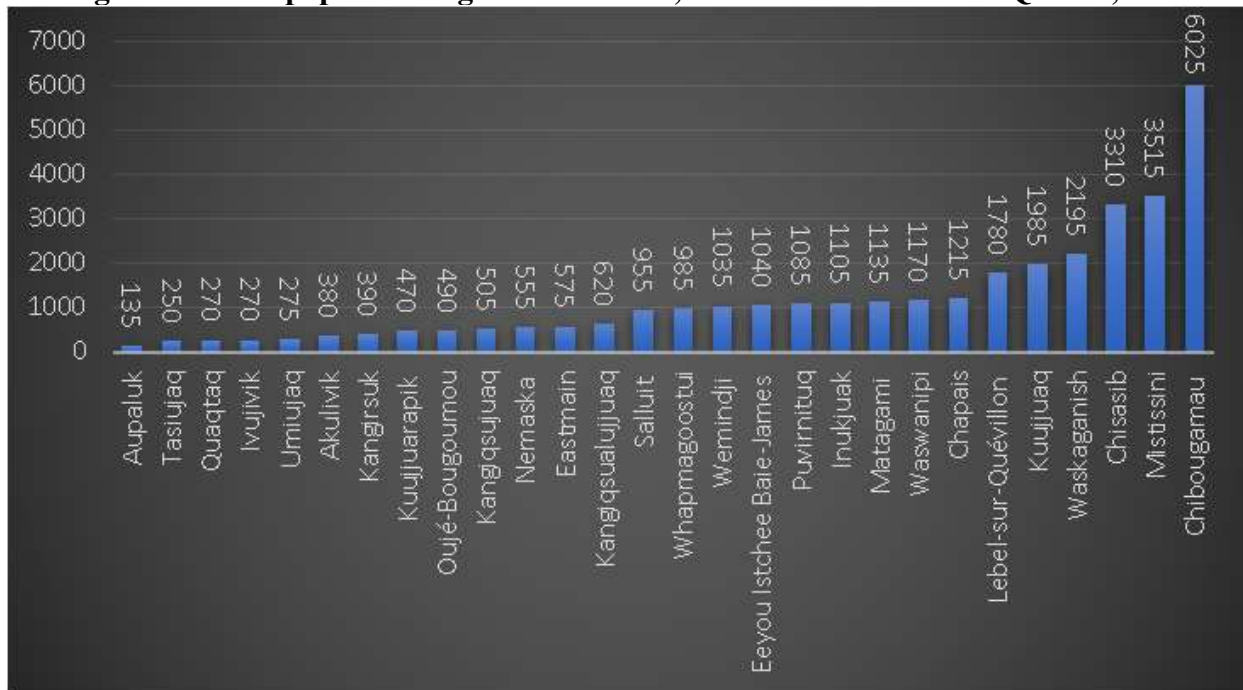
Fifteen villages or reserves have fewer than one thousand inhabitants aged 15 and over, of whom 12 are Inuit and three are Cree. Nine villages or reserves have between 1,000 and 2,000 inhabitants, and only four have more than 2,000. Chibougamau stands out with more than 6,000 residents. However, Aboriginal people make up only 7% of the population of that locality. On the labor market side, the Northern Québec region shows a gap of 12.7 percentage points in the employment rate between non-Aboriginal and Aboriginal people, even though they are ranked seventh among the regions Québecers with a rate of 54.4%.

Northern Québec's economic activity is highly concentrated in four sectors, which account for almost half of the labor force (47.2%) and employment, compared to less than one-third for the entire province. Public administration (15.2%, compared to 6.2% in Québec), health care and social assistance (21.3% versus 12.5%), education (11%, 7% and 7.1% in Québec) and retail trade (8.7%, but 10.8% in Québec) employ the largest number of people.

¹⁸However, we must not forget the issue of undercoverage, which the census suffered in 2016, as before. According to these data, the Montérégie would have counted only 9,210 First Nations in 2016, while the Secrétariat aux affaires autochtones identified 16,540 in 2015.

Public administration occupies almost two and a half times more people, in relative terms, than all of Québec. Similarly, health and social services have a labor force concentration that is 70% above the provincial average. In addition, mining extraction, at 5.8%, is more than 10 times the Québec average (0.5%) of active labor force. In return, sectors are under-represented in terms of employment and the labor force. Manufacturing (4.6% vs. 10.8%), wholesale trade (0.6% vs. 3.7%), information and culture industries (0.9% and 2.4 for Québec), finance and insurance (0.9% and 3.9%) and professional services (only 1.1%, less than six times the Québec average of 6.8%)

Figure 28 Total population aged 15 and over, Northern communities Québec, 2016

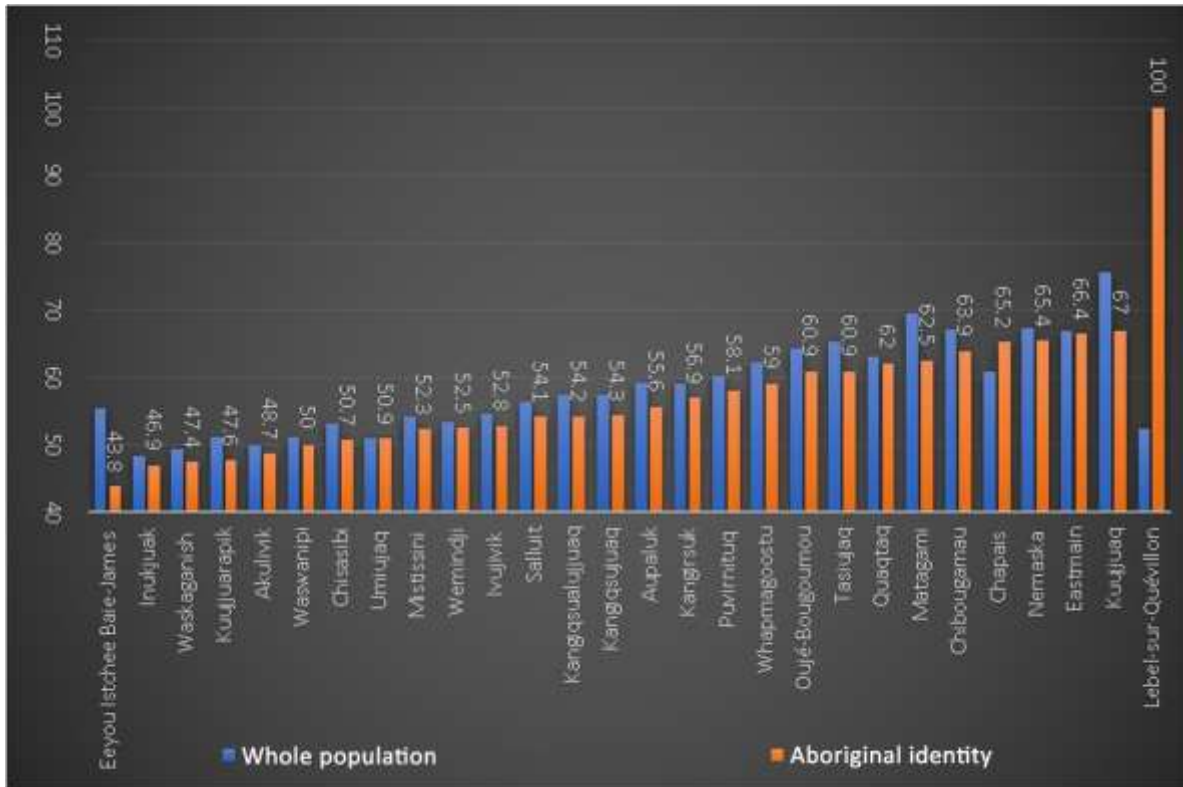


Source: Statistics Canada, 2016 Census

The situation varies from one locality to another. Eeyou Istchee on the James Bay territory has the lowest employment rate of Aboriginal people with 43.8%. However, other Cree villages have higher rates, including Eastmain with 66.4% or Nemaska at 65.4%. Inuit villages also experience substantial differences. For example, Inukjuak has an employment rate of 46.9% of its Inuit residents, but in Kuujuaq it is 67%. Lebel-sur-Quevillon, which is not an Aboriginal village or reserve, employs the entire Aboriginal population living there, according to the 2016 census.

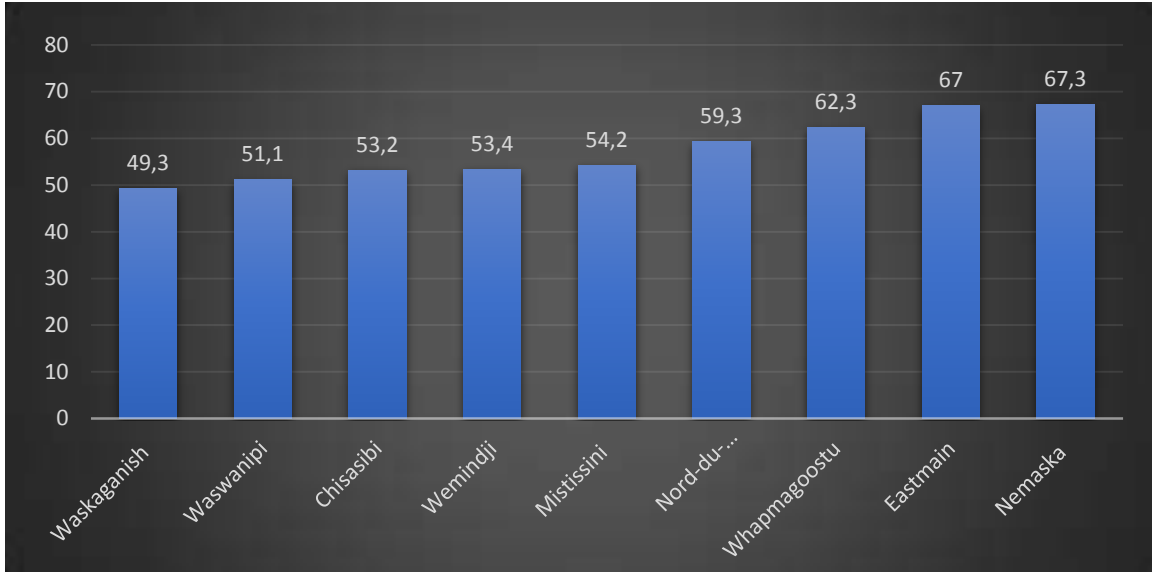
Of the 28 villages of Northern Québec has a sizeable aboriginal population to be surveyed, 18 have an employment rate of this group below the regional average and 10 have a higher rate. However, compared to non-Aboriginals, only Kuujuaq and Lebel-sur-Quevillon have a higher rate for Aboriginals.

Figure 29 Total employment rate (Aboriginal and non-Aboriginal) in each Northern Québec community, 2016



Source : Statistics Canada, 2016 Census

Figure 30 Employment rate in First Nations communities in Northern Québec, 2016

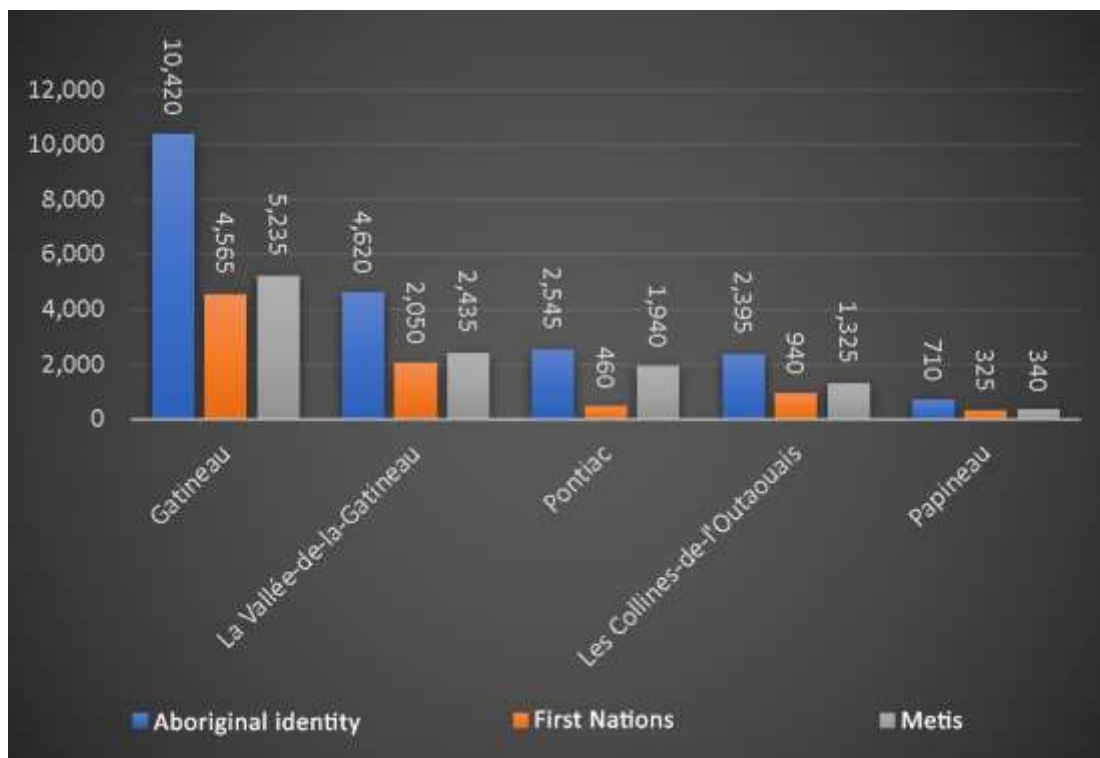


Source: Statistique Canada, Recensement 2016

4.2.2 Outaouais

Outaouais ranks fourth among Québec regions in 2016 with 8,485 FNIs in its territory, about 600 fewer than in Montérégie (remember, however, the non-participation of Mohawk reserves in the 2016 census which leads to an estimate of the FNI population of Montérégie). The Outaouais is fifth in terms of the relative weight of these people in its total population. These account for 2.3% of the regional total. There are two Algonquin reserves, Kitigan Zibi and Rapid Lake. The latter did not participate in the 2016 census, resulting in a probable undercoverage of the region's Aboriginal population. According to the Secrétariat aux Affaires autochtones of Québec, Rapid Lake had 610 residents in 2015 and 154 non-residents were associated with it. Kitigan Zibi, for its part, has a non-response rate of 35%, which is high and also encourages caution. With respect to this latter reserve, data from the the Secrétariat aux Affaires autochtones refer to 1601 residents and 1,588 non-residents, significantly higher than the census. On the other hand, most of the Algonquin reserves are located further north in Abitibi-Témiscamingue. In addition, the Métis population of the region is large and exceeds that of the FNI.

Figure 31 Distribution of Aboriginal population, First Nations and Metis, according to RCM, Outaouais region, 2016

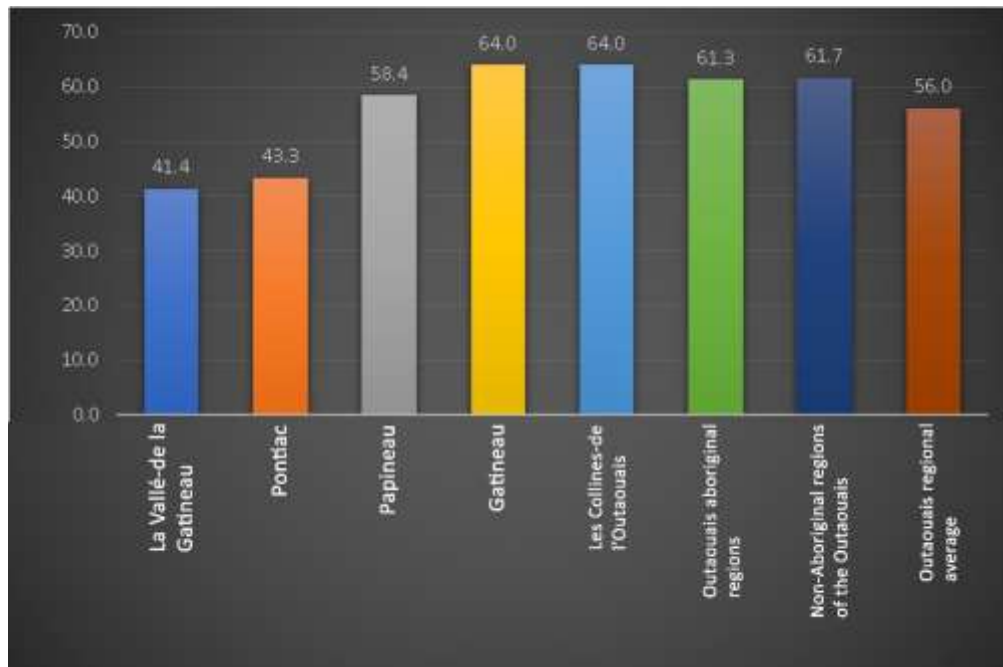


Source : Statistics Canada, 2016 Census

Counting 1 21 inhabitants of Kitigan Zibi, according to the census of 2016, a decrease of nearly 200 compared with 2011, and by adding some 600 or 700 other Rapid Lake, the population on reserves represent just under One quarter of the region's 8,340 FN in 2016. There is a fairly high concentration of Aboriginal people, both FNI and Métis, in the Gatineau RCM included in the Ottawa-Gatineau CMA. They are more than 10 000. The de-la-Gatineau Valley follows with an aboriginal population of less than 5000, including 2050 First Nations. The Collines-de-l'Outaouais shelter a little less than 1 00 FN, and the other two RCM less than 500.

The employment rate of 56% of FNI is the sixth highest in Québec and is significantly higher than the provincial average of 51.9%. In this regard, Aboriginal people in the region benefit from the fact that labor market indicators are better in the Outaouais than on average in Québec. In fact, if we include the Métis, the employment rate of Aboriginal people is only marginally lower than that of non-Aboriginal people. The more urbanized territories, and included in the CMA, are those with the best labor market indicators, as is generally the case in Québec, for both Aboriginal people, including FNI, and non-Aboriginal people.

Figure 32 Employment rates for Aboriginals, according to the RCM and the general region, Outaouais, 2016



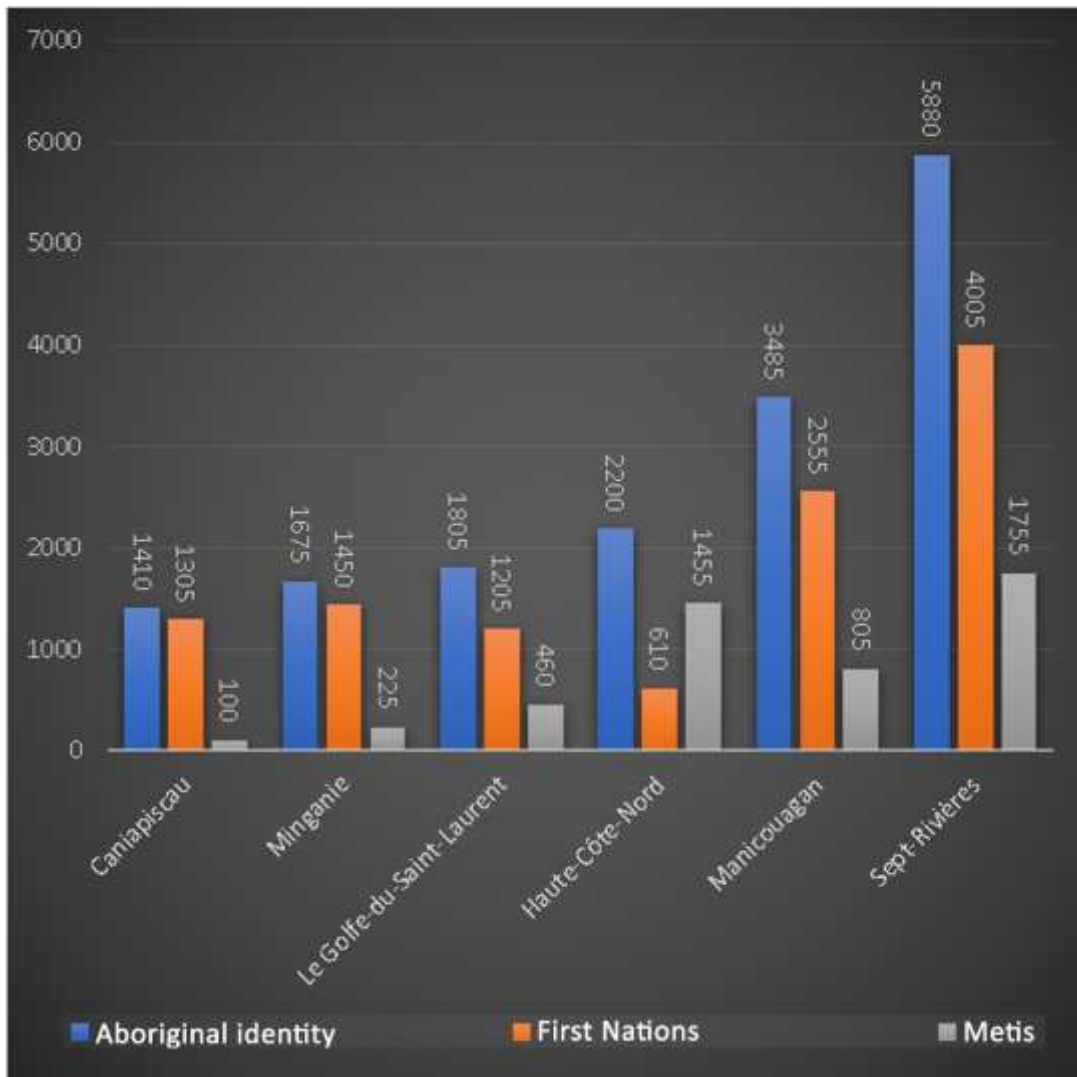
Source : Statistique Canada, recensement de 2016

4.2.3 North Shore

The region accounts for more than ten percent of Québec FNIs in 2016 (10.5%), a slight decrease compared to 2011 (11.2%), or 11,380 people. Five Innu Reserves are found there, and they shelter a little over 4,000 people, or 36.5% of the FNI population of the region. Statistics Canada provides information for the six RCMs in the region for census purposes. Nearly 60% of First Nations live in Sept-Rivières and Manicouagan. Sept-Rivières, which includes the city of Sept-Îles, is also the most populated area of the region, followed closely by Manicouagan.

The North Shore is the third highest of the regions with the lowest employment rate of Aboriginal people (42.2%), as well as in terms of the gap in employment rates compared to the regional population and non-Aboriginal people in particular (55.3%). Upper North Shore has the best results for Aboriginal people with an employment rate of 49.1%, and Manicouagan has the lowest at 35.3%, just over one in three adults in employment in Canada. this population.

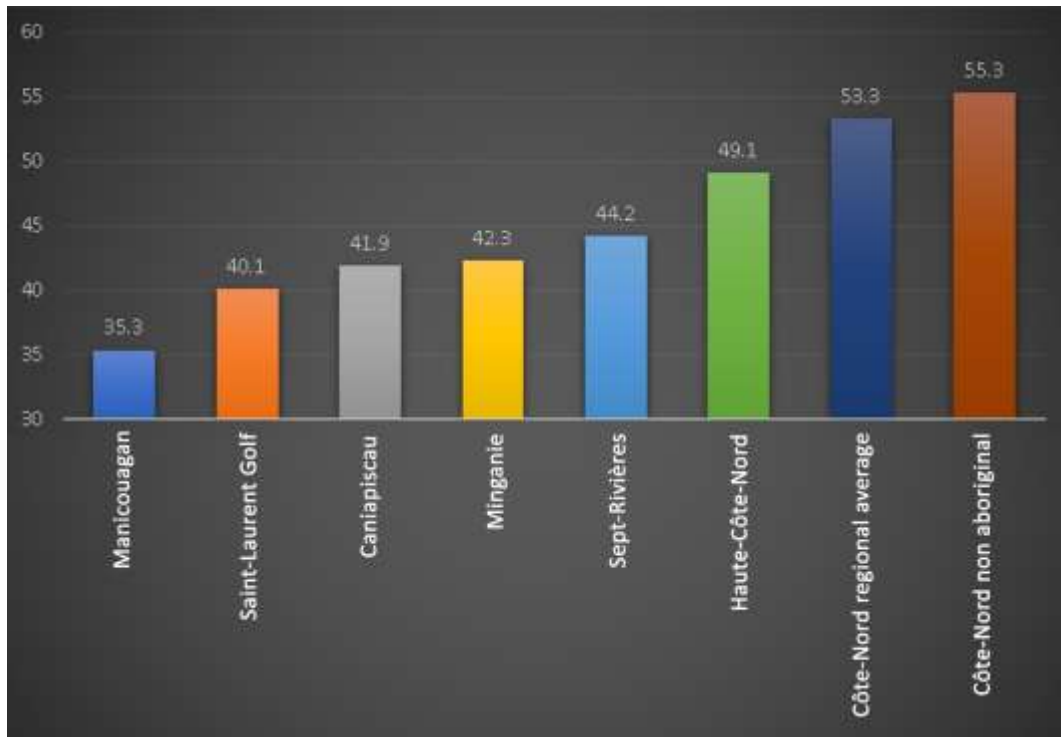
Figure 33 Distribution of Aboriginal population, First Nations and Métis, according to the RCM, North Shore region, 2016



Source : StatisticsCanada, 2016 Census

As in the other regions mentioned above (Abitibi-Témiscamingue, Lanaudière and the Laurentians, and Mauricie also in all likelihood), the contrasting geographic distribution between the FNI and the rest of the population certainly plays a role in these pronounced differences. The RCM Haute-Côte-Nord (Baie-Comeau is one of them) and Sept-Rivières (including Sept-Îles) are better than the RCM more rural or sparsely urbanized and non-Aboriginal people are more present.

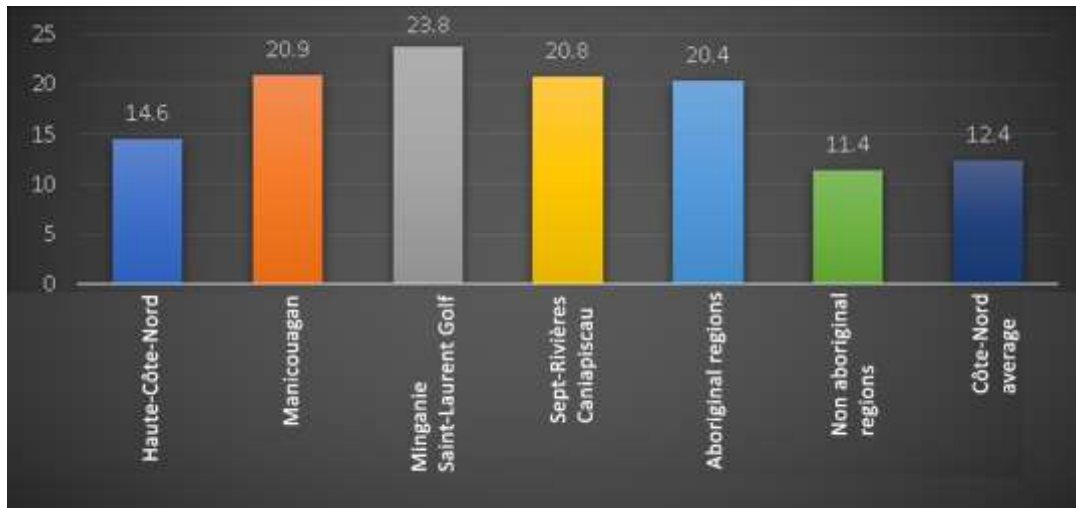
Figure 34 Employment rate for Aboriginal people, according to RCM and the general region, North Shore, 2016



Source : Statistique Canada, recensement de 2016

The high gap in unemployment rates between Aboriginal and non-Aboriginal people, nine percentage points, partly overlaps with the employment rate. However, the generally high rates found throughout the territory, including Sept-Rivières, are due in large part to a narrow economic base that makes mining activity important and is a sector marked by strong cyclical fluctuations

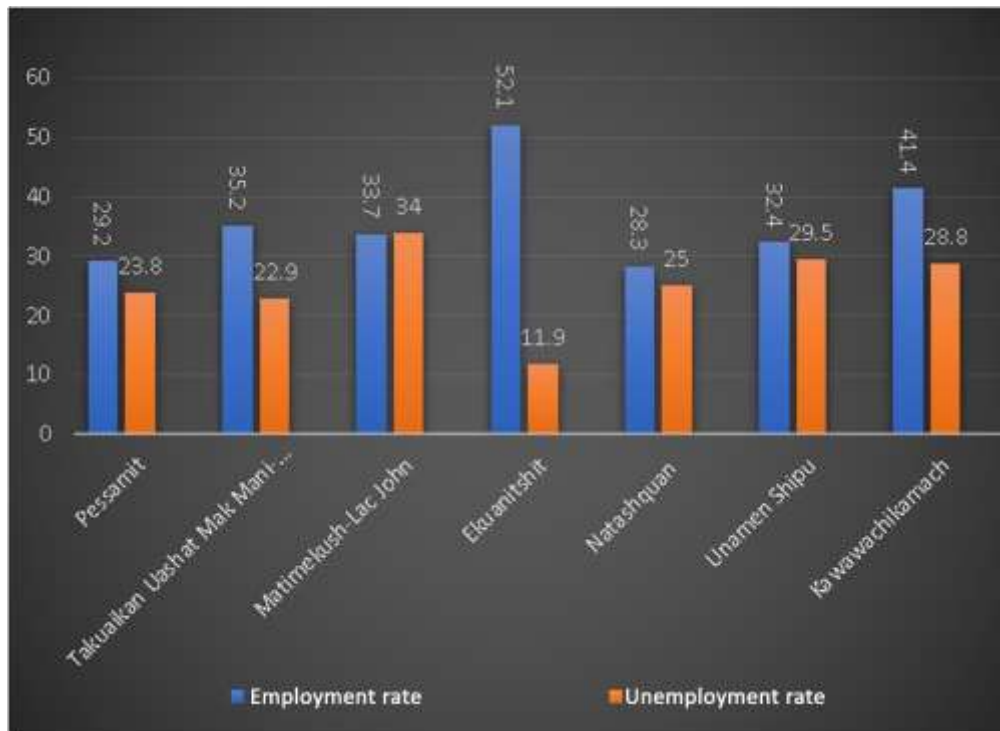
Figure 35 Unemployment rate for Aboriginal people, according to the RCM, and the general region, North Shore, 2016



Source : Statistics Canada, 2016 Census

As pointed out in the case of Northern Québec, the reserves of the North Shore experience very different situations in terms of employment. Ekuanitshit exhibits a rather high employment rate and relatively low unemployment, while Pessamit and Nathashquan live in inverse realities. Once again, local realities are involved, such as the presence of a nearby provincial park or an electric dam. Even when a reserve experiencing a certain prosperity, it is based on a narrow base, and therefore fragile

Figure 36 Employment and unemployment rates according to First Nations community, North Shore, 2016



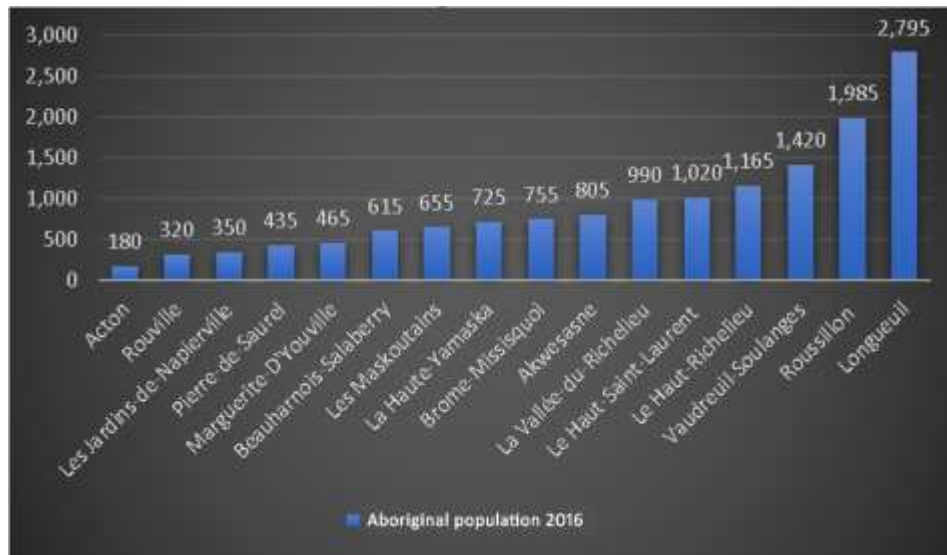
Source : Statistics Canada, 2016 Census

4.2.4 Montérégie

As in 2011, during the National Household Survey (NHS), the Mohawk Reserves of Kahnawake and Akwesasne did not participate in the 2016 Census, so the data available for the FNI in this region were exclusively on Aboriginal people living off reserve. This is a significant limitation with respect to labor market indicators

The Secrétariat aux Affaires autochtones of Québec tells us that 5,602 people lived in the Québec part of the Akwesasne reserve and 114 were non-resident affiliates. As for Kahnawake, the most populous of Québec's reserves, 7,923 people lived there, while 2,901 had non-resident status in 2015. For their part, the 16 RCMs in the region had 14,680 Aboriginal people according to the 2016 census, Longueuil having the highest concentration, followed by RCM Roussillon. Adding the non-registered residents of Akwesasne and Kahnawake to this total, the Montérégie is home to 28,205 Aboriginal people, including 9,210 registered First Nations and approximately 22,700 in total. These data are obviously approximate, but they indicate that the FNI population of the Montérégie would in fact exceed that of the Côte-Nord and make it the second settlement region in Québec. This Aboriginal population, like that of the region as a whole, is also increasing markedly, which suggests that it could exceed that of Northern Québec first among the settlement areas of FNI in the not too distant future.

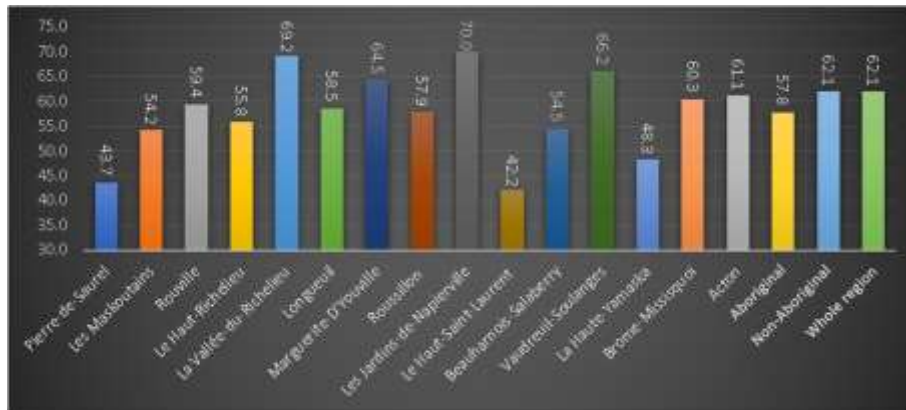
Figure 37 Aboriginal population aged 15 and over, according to the RCM, Montérégie, 2016



Source : Statistics Canada, 2016 Census

With a regional employment rate of 57.8%, the Montérégie Aboriginal population is well ahead of the Québec average of 51.9% and ranks 3rd in the Québec region, tied with Laval. The difference with the regional average is 4.3 percentage points, ranking 6th among the regions. Aboriginal people in Montérégie thus benefit from regional economic dynamism. However, there are major differences between RCM. Thus, the employment rate of Haut-Saint-Laurent Aboriginal people was only 42.2% in 2016, while it reached 70% in Jardins-de-Napierville. Curiously, these two RCM are contiguous, but the greater proximity of the second compared to Longueuil and Montreal seems to make a big difference. Haute-Yamaska and Pierre-de-Sauvel are two other RCMs experiencing difficulties in terms of Aboriginal employment.

Figure 38 Employment rate according to RCM and Aboriginal identity, Montérégie, 2016

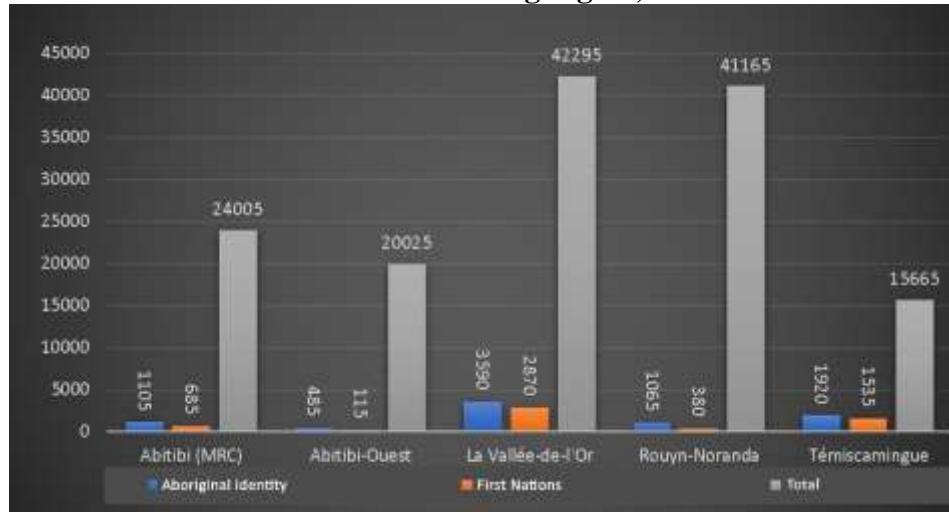


Source: Statistics Canada, 2016 Census

4.2.5 Abitibi-Timiskaming

The population of Abitibi-Timiskaming represented 1.8% of the Québec population and it has been an almost stationary population since 2000. In 2016, there were 143,155 inhabitants, including 8,165 Aboriginal people. Of these, 5,585 belonged primarily to the Algonquin First Nation, 3.9% of the regional population, ranking 3rd relative to Northern Québec and the North Shore. In this sense, the Aboriginal presence is significant in this region, although in absolute terms, Abitibi-Timiskaming is ranked 8th in the region with 5.2% of the FNI population in Québec. The on-reserve population constitutes 53% of the total, which is a decrease from 2011, both as a percentage of the total and as an absolute number, i.e. 300 fewer people in 5 years, while the FNI population has increased by 450. This finding may not be significant given the non-response rates recorded in the reserves and the small numbers involved.

Figure 39 Distribution of the Aboriginal and First Nations population, according to RCM, Abitibi-Timiskaming region, 2016

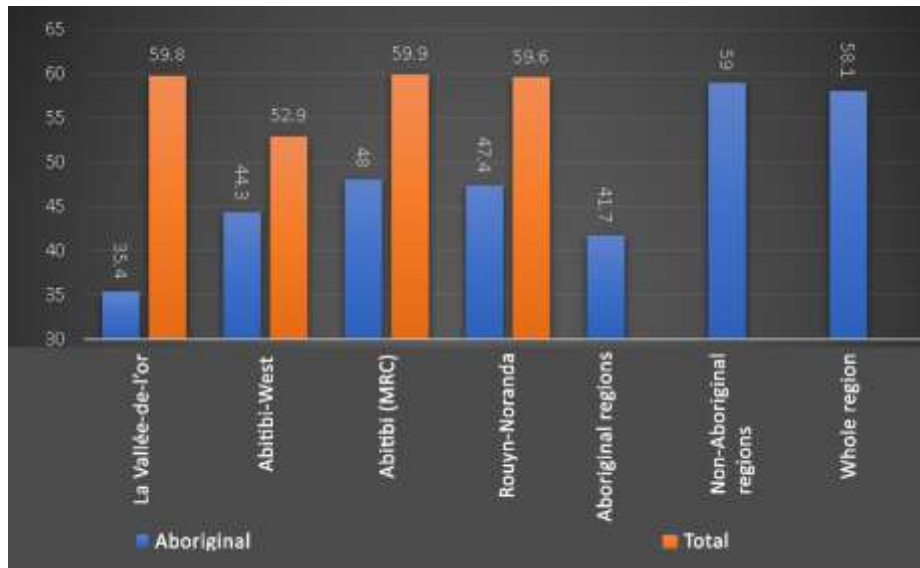


Source: Statistic Canada, 2016 Census

As noted above, the region is the region where the relative difference in the employment rate between Aboriginal and non-Aboriginal people is highest at 16.9 percentage points. Like the North Shore, it is a mining region whose economic activity has a strong cyclical component and where the FNI live largely away from urban centers. In addition, 35.5% of FNI do not have a degree. For the latter, the employment rate is 19.7%, whereas it varies from 55% among those holding an apprenticeship certificate to 85.2% among those with at least one university degree.

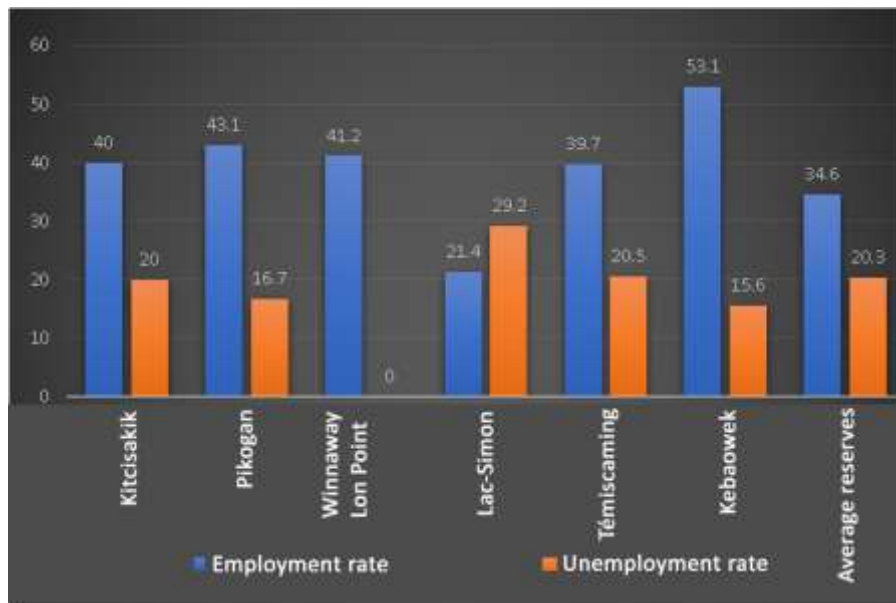
For some reason, the employment rate of the Aboriginal people of Vallée-de-L'or is more than 24 percentage points lower than that of the total population. This gap is twice that of the region. Training issues for practicing trades and professions in demand may be involved in this case, or systemic barriers to employment would be present. It would then be necessary to know which ones. First Nations in the region are slightly better at employment rates (41.7% compared to 34.6% in reserve), but not in relation to the unemployment rate (21.5% versus 20.3% in reserve), which is unusual in Québec.

Figure 40 Employment rate according to RCM and Aboriginal identity, Abitibi-Timiskaming region, 2016



Source : Statistics Canada, 2016 Census

Figure 41 Employment and unemployment rates in First Nation communities, Abitibi-Timiskaming region, 2016

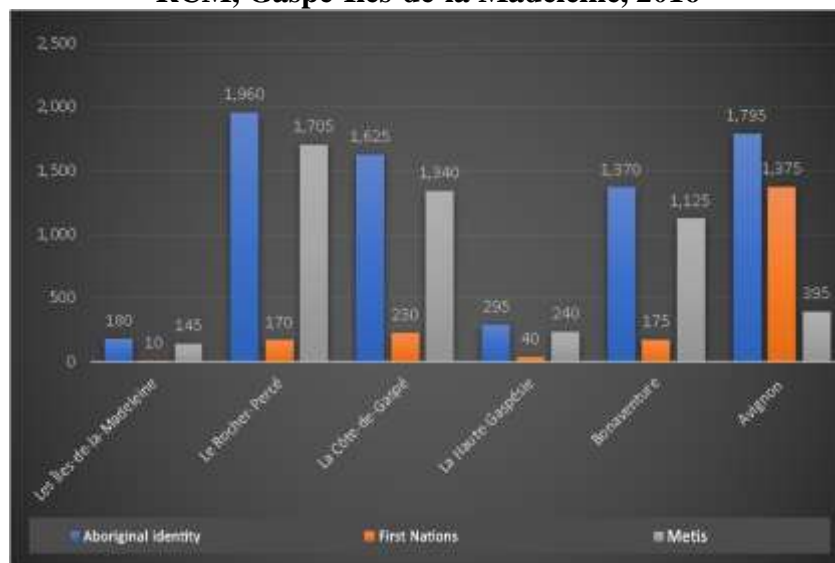


Source : Statistics Canada, 2016 Census

4.2.6 Gaspésie-Îles-de-la-Madeleine

We see in Figure 42 that the Métis are relatively numerous and the FNI are mostly located in the RCM of Avignon where are located the two Mi'kmaq reserves Gesgapegiac and Listuguj. It has been noted above that Gaspésie has the smallest regional gap after the Capitale-Nationale in terms of the difference between the employment rate of the general population and that of the FNI. But it is also the region with the lowest employment rate, which means that the FNI who live there have an employment rate of 45%, much lower than the provincial rate of 51.9%. Despite this difficult situation, the FNI do better in this region than in Mauricie, Abitibi-Timiskaming and North Shore.

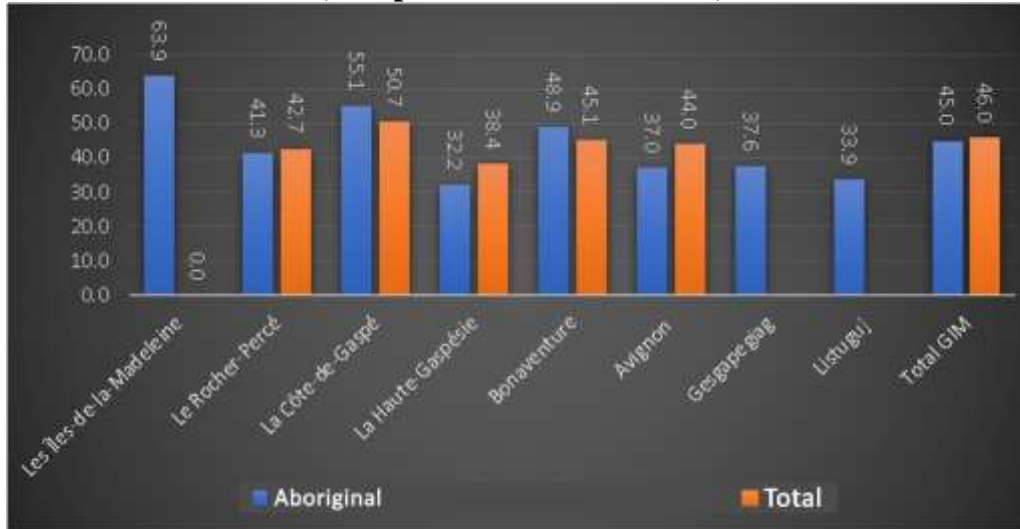
Figure 42 Distribution of Aboriginal population, First Nations, Métis, according to the RCM, Gaspé-Iles-de-la Madeleine, 2016



Source : Statistics Canada, 2016 Census

Unsurprisingly, the RCM more peripheral and sparsely populated have lower employment rates than the others, which confirms the observations made in other regions.

Figure 43 Employment rate according to Aboriginal identity, the RCM and Indian reserve, Gaspé-Iles-de-la-Madeleine, 2016



Source : Statistics Canada, 2017 Census

Residents of the two Gaspésiennes reserves have lower employment rates than those living off-reserve, as in most cases elsewhere in Québec. The demographic decline affecting the Gaspésie-Îles-de-la-Madeleine, a loss of 3,300 inhabitants between 2011 and 2017 according to the Québec Institute of Statistics, makes the implementation of an economic project difficult. In addition, this declining population is aging rapidly, as it is mostly young people leaving the region. This reality affects the FNI as the rest of the population of this territory.

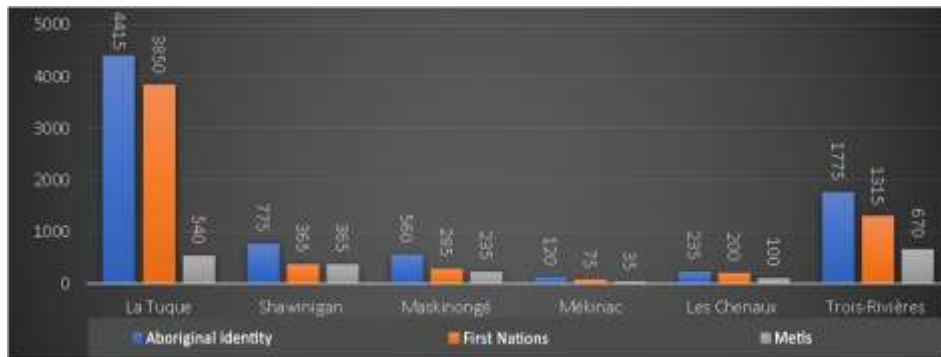
4.2.7 Mauricie

The Mauricie is the place of residence of 7,880 Aboriginal people in 2016, including 5,690 First Nations. The rest of the group is essentially Métis. The region has 5.3% of the Québec FNI, just ahead of Abitibi-Timiskaming and behind the Capitale-Nationale, which ranks it seventh among Québec regions. FNIs represent 2.2% of the regional population, the sixth highest percentage of the regions.

The employment rate for Aboriginal people is particularly low in Mauricie at 39.2%. In fact, the region ranks last in 2016, ahead of Abitibi-Timiskaming at 41.7%. The employment rate gap with the general population is 12.9 percentage points, second to last. Mauricie is also second to last for the general employment rate of its population, ahead of the Gaspésie-Îles-de-la-Madeleine. The region is therefore distinguished by a weak performance of the labor market throughout Québec and by a relative situation of its particularly unfavorable Aboriginal population. Three Atikamekw reserves are located in the Mauricie region, namely Wemotaci, Obedjiwan and the Coucoucache territory, landlocked in the town of La Tuque.

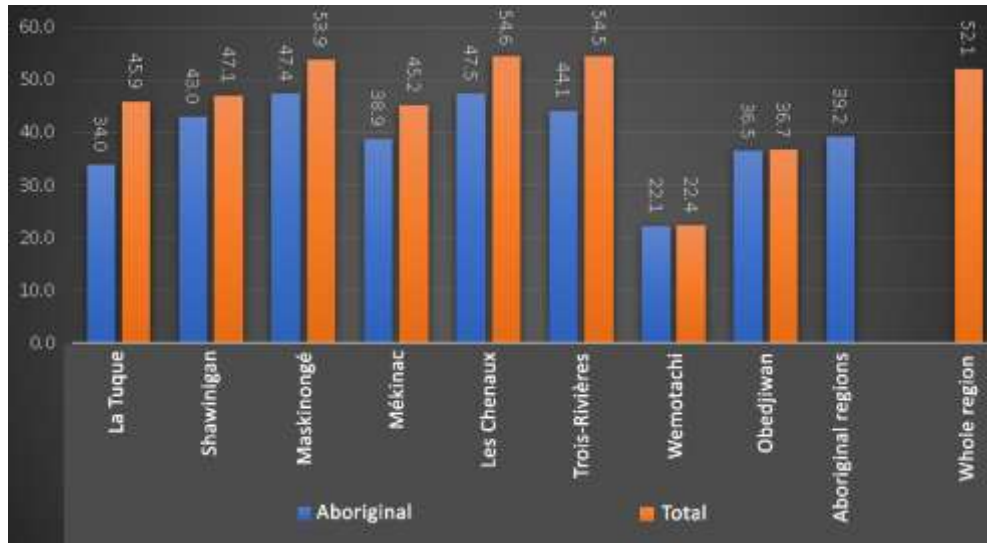
The issue of schooling is a major issue in Mauricie for Aboriginal people. More than one in two First Nations people in the region (52.6%) aged 15 and over did not hold a diploma in 2016. The employment rate for this group is 22.5%. that it is 28.2% for those with a high school diploma, and that it exceeds 50% of all other Aboriginal holders with a higher diploma and even reaches 67% among academics. Even controlling for age, higher education greatly increases the probability of being employed. For example, in the 35 to 44 age group, those without a diploma or certificate have an employment rate of 31.3%, compared to 69.6% for those who completed secondary studies.

Figure 44 Distribution of Aboriginal population, First Nations and Métis according to RCM, Mauricie region, 2016



Source : StatistiCanada, 2016 Census

Figure 45 Employment rate by RCM and reserves, Mauricie, 2016



Source : Statistics Canada, 2016 Census

Concentrated in the north of the territory, First Nations members meet in doing so far in economic activity and population concentration. They are three times more numerous in the RCM of La Tuque compared to Trois-Rivières where the employment rate is 6.2 percentage points higher. Wemotaci's employment rate is barely 22.4 percent, compared to 36.7 percent in Obedjwan. The unemployment rate is 28% in the latter reserve, well above the employment rate.

PART FIVE : Some determining factors regarding the FNI labor market

In this section, we highlight what are important explanatory factors for the FNI condition in Québec from an economic point of view. We have discussed them earlier, but a summary reminder is useful for understanding the overall situation of Québec FNI. These factors are certainly not exhaustive, and they themselves are the consequence of historical causes that are still the subject of intense debate, both in Canada and in Québec. Thus, the concrete reality of reserves, legal, social or geographical for example, determines to a very large extent the results observed from the point of view of income, housing, access to education and the labor market. Consequently, the findings, and especially the propositions that may arise from the first, can only be relevant insofar as they take into account all of this reality.

5.1 The situation on and off reserve

Figure 7 has shown significant differences in employment and unemployment rates, depending on whether First Nations people reside on reserve or off reserve. The reserve employment rate is 11.5 percentage points lower than the off-reserve rate, and unemployment is 9.3 points higher, almost double the non-reserve rate. This is therefore a major divergence in terms of access to the labor market and employment, and therefore to income. In fact, these differences are more pronounced than those between the total population and the FN off reserve. The differences in employment rates and unemployment rates between the latter two groups are 5.4 and 3.7 percentage points respectively in 2016.

First Nations people aged 15 and over living on reserve had an average income of \$ 31,200 in 2016, compared with \$ 35,082 if they lived off-reserve, a variation of \$ 3,882, or 12.4% of income. on reserve. This difference was reduced to \$ 724 after tax, a reduction of more than 80%. The higher proportion of employed people and the significantly higher off-reserve salaries explain the large gross gaps that taxes and redistribution programs can largely fill, but this raises the question of the incentive to seek off-reserve employment among people with low or even medium qualifications whose extra income disappears almost completely after tax.

The situation is not the same for the Inuit, as we noted in section 2.2. Labor market data are more favorable for those living in Nunavik, except for the unemployment rate. On the revenue side, the

figures show that little difference for both gross revenues (a benefit of \$ 130 per capita on average in Nunavik) for net tax data (over \$ 592 for a resident of Nunavik).

Access to employment is therefore decisive for earned income, distinct from disposable income that takes into account taxes and transfers, but this access is itself conditioned in part by the place of residence or the region and by the education level of people. The residence on or off reserve is a key determinant in respect cert.

5.2 Residence in or outside CMAs

As for the rest of the Québec population, and even Canadian or another country such as the United States or several European countries, the differences in employment and income have increased in recent decades for Aboriginal people according to they live in a CMA or outside thereof.

In terms of the employment rate, 12.8 percentage points separate residents of a CMA from the rest of Québec (61.4% versus 48.6%). For FNIs, the gap is larger at 15.7 percentage points (49.5% vs. 33.8%). Even adjusting for the age distribution, the differences between CMA and territories outside of these are substantial and they highlight the economic dynamics at work in our society, which has incalculable consequences, including on the political plan. Cleavage increasingly marked among major cities and regions outside of these is a fundamental issue of our time, or at least it is a major component¹⁹.

In this sense, the fact that the First Nations and Inuit are more concentrated outside the CMAs than the rest of the population is a factor that weighs a lot in the search for solutions to the inequalities that these communities live, because they evolve in parallel with the same realities as non-Aboriginal citizens.

¹⁹ Collier, Paul, *The Future of Capitalism*, Penguin Books, 2019.

5.3 Schooling

The low education of the FNI was highlighted and illustrated in section 2.5. It is particularly noticeable at both ends of the spectrum, on the one hand among people without a diploma (40%), and on those with a university degree (7.2%). These rates contrast sharply with those of the non-Aboriginal

population, and they have observable consequences on the labor the employment rate for First Nations without a diploma is only 28.7% in 2016, but it is only 33.3% in the general population. Thus, although the rate is lower among FNs, the main problem is that they are proportionately more present in this category than other citizens (38.1% versus 19.9%). The case of the Inuit is different because the employment rate for the low-educated is 46.1%, much higher than in the general population. However, the numbers are small, and we must consider that the notion of census employment rate means that a person who worked part of the year in 2015 is included in this group. When full-year, full-time employment is taken into account and the income associated with it, the picture is more nuanced.

It is also striking that once a FN or Inuit has a high school diploma or equivalent, the employment rate jumps to 51.8% for the first and 64.1% for the first generation. among the latter, against 53.5% in the general population. These employment rates continue to rise among FNIs (with the exception of Inuit academics) and move closer to, and even exceed, those of the FNI. For example, FNs with a bachelor's degree or above have an employment rate of 76.5%, compared to 74.1% in the general population. This difference is due to age composition: more non-Aboriginal people are retired, while Aboriginal scholars are younger, and therefore more active in the labor market. Notwithstanding this fact, schooling has a decisive impact on FNI employment and income. In 2015, non-degree FNs of any type had an average income of \$ 21,482, compared with \$ 30,060 for those with a high school diploma, and up to \$ 61,156 for those with a bachelor's degree or above. Although inferior to about 10 to 12% in comparison with the total population of identical schooling, the income of the FNI is strongly correlated with their years of studies and the diplomas obtained.

The challenge of Aboriginal education is found everywhere in Canada and is, in the opinion of many analysts, the first obstacle to overcome in the search for a lasting improvement in the condition of the people and communities concerned, both on reserve only off reserve²⁰.

²⁰ Richards, John, *Pursuing Reconciliation the Case for an Off-Reserve Agenda*, C.D. Howe Institute, November 2018.

In this regard, Québec would be interested in closely studying the case of British Columbia, which, despite delays still present, is the province whose progress is the most impressive in recent years²¹.

In terms of schooling, Aboriginal women make up a promising forefront. For example, in 2016 they are nearly twice as likely as men to have a First Nations university degree (3,595 versus 1,960). This difference is even greater among the 25 to 44-year old ((1,715 compared to 780). There is a measure of

the potential for considerable socio-economic improvement that goes along with this advance of FNI women, given employment and income associated with education.

5.4 Language

Fluency in French, English or both languages is a challenge and an additional obstacle to the FNI have a mother tongue other. It requires them to become bilingual or even trilingual in order to integrate into the labor market and society in general, while their fellow citizens can remain unilingual in many cases without too much trouble.

Virtually all FNIs over the age of 15 know French (30,505 or English (13,645) only, or both (25,740), which means that just over 500 of them do not. Neither French nor English, they are proportionally numerous, only to know English (19.4%), which is a definite disadvantage in Québec. Among the Inuit, French is marginal: only 575 know this language and 2605 are bilingual French and English, which gives a barely in control of French over a third of them (34.8%). As a result, fewer than 500 Inuit over 15 years know neither the English or French.

Among the youngest, few are those who do not master either French or English. For example, among the FNI aged 25 to 34 there are only 20 in this situation. The same goes for the Inuit. This is obviously rounded data to five units. Non-knowledge of French and English is concentrated among the least educated, regardless of age group. The census does not, however, make it possible to know the degree of fluency of the French or English of the respondents. Presumably it is lower on average in the FNI than in the general population. From this perspective the FNI whose mother tongue is aboriginal have a similarity with immigrants whose mother tongue is other than French or English. They must master one or two languages different from theirs, which represents a major investment, and this to be able to function effectively with the majority population or the English-speaking minority.

²¹Auditor General of British Columbia, *Progress Audit Education of the Aboriginal Students in the B.C. Public System*, June 2019

The review revealed that knowledge of French is probably not widespread enough, and perhaps not sufficiently advanced, in many FNI communities and groups in the perspective of full participation in Québec society and the labor market. This applies also to some extent in terms of knowledge of English, given the current importance of this language, particularly in the labor market and the world economy.

5.5 Other factors, including discrimination

Other potentially explanatory variables of the relative situation of FNI should be recalled here.

The demographic pyramid that makes this population young and growing much faster than the general population initially results in labor market integration difficulties for the new cohorts. Just like their fellow citizens of this age, young FNIs are more unemployed during the first years of their working lives and earn lower incomes than their elders. However, the current context of labor scarcity is favorable to them and should remain so for several years, as it is for other groups, including recent immigrants.

While a likely short-term economic downturn would worsen their outlook, it would likely be a transient phenomenon that would not change the longer-term dynamics. In addition, the population projections are consistent with at least a partial convergence of birth rates between the FNI and the rest of the population over a multi-year horizon, which should be more helpful to Aboriginal youth cohorts in the future.

However, it is imperative to raise their level of education so that they can take full advantage of the opportunities that will come their way. It should be remembered that improving their employment conditions could be a factor of prosperity for the entire society for many years to come, since they will contribute significantly more than the relative digital weight of the FNI to population growth. of working age in the coming decades, as highlighted by some of the studies cited in this paper.

The ever-increasing participation of FNI women in the labor market and the increase in their schooling, similar to that of their fellow women, also contribute to improving the conditions of employment and the income of these people, as well as enrichment of Québec society. It is therefore important to support such participation and education by removing barriers that still hamper today.

The occupation, determined largely by schooling, and the sector of activity, also highly dependent on schooling, but also on location, were emphasized. But they seem secondary to two other factors to which they are linked to a large extent.

Housing and transportation conditions are also frequently identified as hindering the development of the full potential of First Nations and Inuit. Credible socio-health issues are also present and their lifting is both necessary and difficult, especially since it requires great efforts, significant investments and a great deal of clarity on the part of all the actors concerned.

Household composition is a last significant factor of economic difficulty related to employment or income. Again, FNIs are not fundamentally different from their fellow citizens, as, for example, the incidence of low income is much greater for non-family households than for others. In Québec, in 2016, about one in seven households (17.1%) lived in low income alone, but one-third of non-family households were in such a situation. Among First Nations, more than one in four households was below this threshold (25.6%), and more than four out of ten non-family members.

However, the prevalence of non-family households is somewhat higher for First Nations (41.5%) than for the general population (37%). Therefore, this higher frequency combined with the increased presence of low income in the non-family households worsens significantly low income among First Nations. This is not the case for Inuit, since non-family households are rarer than in the general population, about one in five (22.4%), and the presence of low income in non-family households, although important (about one in three), it is about equal to that of the rest of the population and lower than that of the First Nations.

The influence of discrimination is undoubtedly at work in the poorer results of the FNI in the labor market and in income. However, the assessment of the contribution of this specific factor is difficult to make because it constitutes an unexplained residual, after taking into account the role of all other possible explanatory elements, including those discussed in this fifth part.

To our knowledge, only one study of an econometric nature has been able to establish an estimate of this contribution of discrimination to the divergence of socio-economic results of Québec or Canadian FNI relative to the rest of their fellow citizens. This is the master's thesis in economic sciences Nikolas Girard filed at Laval University in 2016²².

²² Girard, Nikolas, Girard, Nikolas, The situation of urban Aboriginal people in Canada: Estimation of discrimination Master's thesis in economics, Laval University, 2016

According to the methodology chosen, almost 30% of the employment income gap between off-reserve and non-Aboriginal people is not due to observable differences in age, sex, education, location and other relevant factors. This unexplained difference could be the result of conscious discrimination against this group or not.

The author notes, however, like other analysts, that university education significantly reduces this unexplained gap, suggesting that education received at a university where the vast majority of graduates

are not of Aboriginal origin sends a signal of competence to employers who may be skeptical of the value of a non-university Aboriginal title or work experience. It is desirable that other studies explore this issue with alternative methodologies to support, modify or refine the evaluation obtained in this work.

CONCLUSION

The conclusions drawn from Régent Chamard's previous work on the 2001 and 2006 censuses and on the 2011 NHS are still very much in the news. This finding is not surprising when one considers the magnitude of the challenges of Québec and Canada First Nations and Inuit are facing, as we recalled the commissions of inquiry in recent years and analyzes that stressed the structural factors that were gathered in the fifth part of the study.

The geographic remoteness of small isolated populations to census metropolitan areas, which are increasingly drivers of economic development, combined with low school attendance, are major obstacles, the lifting of which raises difficult issues for communities and communities. their members. Should we promote the mobility of people so that they have better access to education and the jobs that are created in the southern CMAs, at the risk of making it more vulnerable to culture, including knowledge of the mother tongue, threatening the feeling of belonging and the very identity? Or should these communities be strengthened through economic initiatives that do not seem sustainable in many cases or meet the challenges? In this respect, the exploitation of natural resources forms a narrow and often unstable foundation, and public spending, while substantial, is clearly not enough.

According to some surveys and some analytical work, the cultural issue represents a major obstacle to the schooling of young FNI who see it as a process of acculturation to which they resist. This perception is therefore a pitfall that an effective approach must be able to overcome. Aboriginal youth need to be confident that they can both learn and maintain their identity. In this regard, Aboriginal youth strategy announced by the Québec government in December 2018 indicates an understanding of this issue²³.

Given the fact that a majority of FNI now lives off-reserve or in northern villages and this trend is likely to continue in the future, it seems that the solution to the economic difficulties and the maintenance of strong Aboriginal cultures will come through conciliation of these two seemingly contradictory forces, namely the pursuit of a personal future on the one hand, and on the other, belonging to a community whose rootedness is deep, but which is geographically far removed from the essential conditions of this to come up. The challenge is of a political nature, and it challenges both Aboriginal societies themselves, the federal and provincial governments, local authorities, the various institutions involved (for example, law enforcement, justice, social services and social services). institutions, education institutions and those of the aboriginal authorities), and all citizens. The identification of possible arbitrations and their consequences, and even more the acceptance of these consequences depending on

the choices made, requires lucidity, courage and maturity, which are rare commodities on the political level as elsewhere.

Finally, two factors conducive to the improvement of the socio-economic condition of the FNI emerge more today than in previous work. As a result of the review of 2016 Census data and recent information from the Labor Force Survey. On the one hand, the demographic evolution is clearly in favor of a better integration of the FNI into the labor market. The particularly favorable economic situation currently amplifies the effects of this trend, which should nonetheless survive inevitable cyclical setbacks in the coming years. On the other hand, the progress of schooling, still relatively modest, should continue, thanks in particular to the FNI women who lead the way in this respect. It remains to be hoped that the FNI men will follow their example in greater numbers in the future with confidence and the assurance that their identity and culture will be strengthened.

²³ Québec, Secrétariat à la jeunesse, <https://www.jeunes.gouv.qc.ca/salle-presse/communiqués/details.asp?id=47>. Website accessed on June 17, 2019.

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ANNEX ON THE PROJECTION OF LABOR MARKET INDICATORS

Hypotheses

We used the economic outlook contained in the Government of Québec's 2019-2020 Budget for the current fiscal year. The main macroeconomic assumptions required for this exercise are as follows

Economic Outlook in Québec (Percentage change unless otherwise noted)

	2019	2020	2021	2022	2023	Average 5 years
Real gross domestic product (growth rate)	1,8	1,5	1,3	1,3	1,3	1,44
Employment in thousand	4 262	4 301	4 328	4 351	4 371	4 386
Job creation	38,9	38,8	27,1	23	20	15
Employment growth rate	0,98%	0,92%	0,63%	0,53%	0,46%	0,34%
Employment rate of 15 years and over	6,11%	61,10%	61%	61%	60,70%	61%
Unemployment rate	5,4%	5,3%	5,2%	5,1%	5,0%	5,2%

Source: Ministry of Finance of Québec, March 2019

Since these are hypotheses, we may think that the reality will be somewhat different, better or worse than expected. To account for this uncertainty, it is possible to examine confidence intervals, based on alternative scenarios of the real GDP trajectory that largely determines the other elements of the projection, at least over a five-year horizon. We did not use an interval that would place the growth of this indicator between a minimum of 1% per year to a maximum of 1.8%, as the implications are unclear in relation to the labor market, given the various adjustments to the work. There is no guarantee, however, that the end result will fall within this range, but the likelihood of it being so seems high a priori. In any case, the outlook for the Department of Finance shows us that economic growth, and

therefore employment growth, and the evolution of the unemployment rate will be weakly related to each other during these years, mainly for two reasons. On the one hand, the demand for workers is increasingly related to the replacement needs of older workers retiring rather than to needs arising from economic growth, and on the other hand the labor force participation rates. In terms of employment opportunities, which means that the unemployment rate is not likely to vary much in one direction or the other, unless large-scale changes occur in the short term. which is unlikely, and anyway unpredictable.

We then applied the historical relationship between the change in real GDP and the change in employment observed over the last ten years (2008 to 2018) to the forecast until 2023. Again, there is no assurance that this relationship will continue in the future, but on a medium-term horizon it seems quite credible so be it.

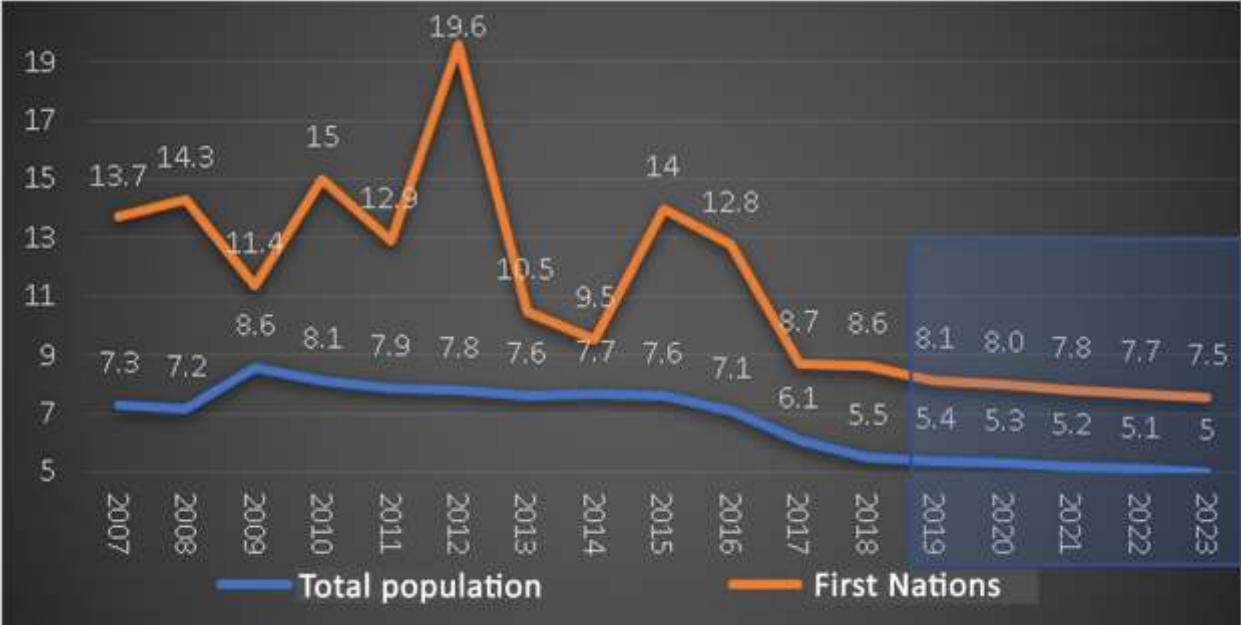
The question of the relative performance of the FNI in the labor market compared to the general population is another unknown that is difficult to take into account. In his 2016 projections, Chamard explored two scenarios, namely, a slight deterioration in the relative position of the FNI, or a continuation of the gaps with the total labor market. The first scenario was based on the observation of data from 2011 to 2015, while the second scenario assumed that the differences observed in 2011 would be maintained by 2018. However, according to the LFS, the differences would have since 2015, at least for Aboriginal people and FNIs. We do not have the LFS data for the Inuit, they are not part of the monthly samples or not being identified as Inuit if they reside outside Nunavik. We have previously noted the great instability of these data, particularly those related to FNIs. However, various corroborative indications lead us to believe that this improvement is real. For example, data for all of Canada and for Ontario have been moving in the same direction over the last few years, albeit less dramatically than in Québec. In Canada, their unemployment rate would have dropped from 16.8% in 2011 to 11.2% in 2018. In Ontario, progress would have been even more significant, from 18.2% to 9.4% during the same period, in proportions similar to those observed in Québec.

In addition, data on other disadvantaged groups in the labor market point in the same direction of continuous improvement. If we take the case of recent immigrants (five years or less of residence), the decline in the unemployment rate in Québec is 8.1 percentage points between 2011 and 2018, from 19.5% to 11.4%. For people with a low level of education (8 years of education or less), the same trend is at work, with the unemployment rate declining from 16.5% in 2011 to 9.4% in 2018.

The economic recovery continues and the deceleration of the growth of the population of working age, the cohort of 20 to 64 with even stagnated or so over the past few years, have combined to greatly improve the prospects of those groups traditionally disadvantaged in employment. Unless there is a fairly

prolonged and prolonged recession, we believe that the most likely scenario is to maintain the relative gap in the unemployment rate between Aboriginal and FNI and the total population, which would mean a decrease in the unemployment rate. rate over the next five years. This scenario appears conservative, as the increased scarcity of young workers is likely to be more favorable to FNI than the rest of the population during this period.

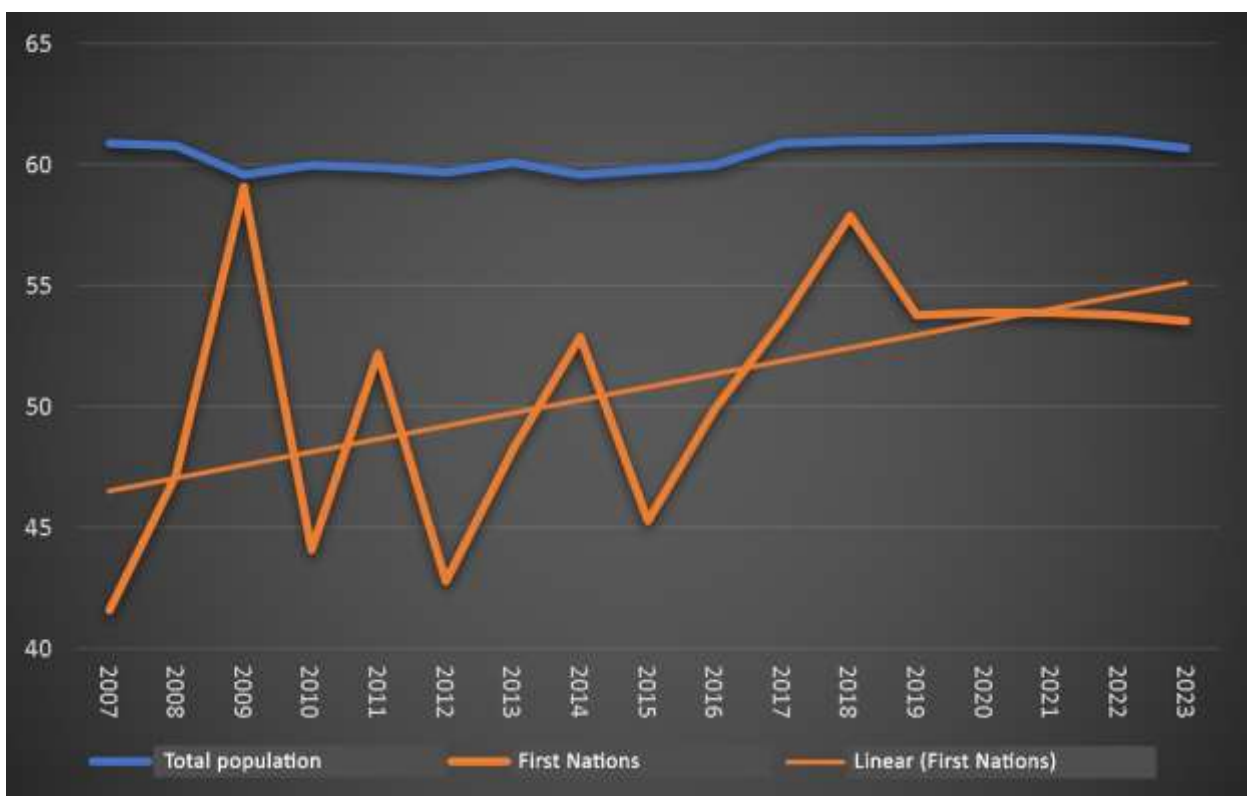
Chart 1 Historical (2007 to 2018) and Projected (2019 to 2023) unemployment rates for First Nations and the total population, all of Québec



Sources: Statistics Canada, Labor Force Survey; Ministry of Finance of Québec; and author's calculations

As with unemployment, the employment rate was projected using five-year averages of the ratio of the First Nations rate than the general population. We have made an adjustment to seemingly aberrant data by substituting the employment rate of Aboriginal people for that of the First Nations for the year 2018. We have also introduced a trend line, because it seems fairly obvious that the relative growth of employment rate of FN for more than 10 of ten is sustainable beyond economic uncertainties. According to the assumptions and historical data used for the projections, the employment rate of First Nations would be 55% in 2023, almost 10 percentage points higher than in 2007. Without being guaranteed in any way, this projected result seems realistic, even conservative.

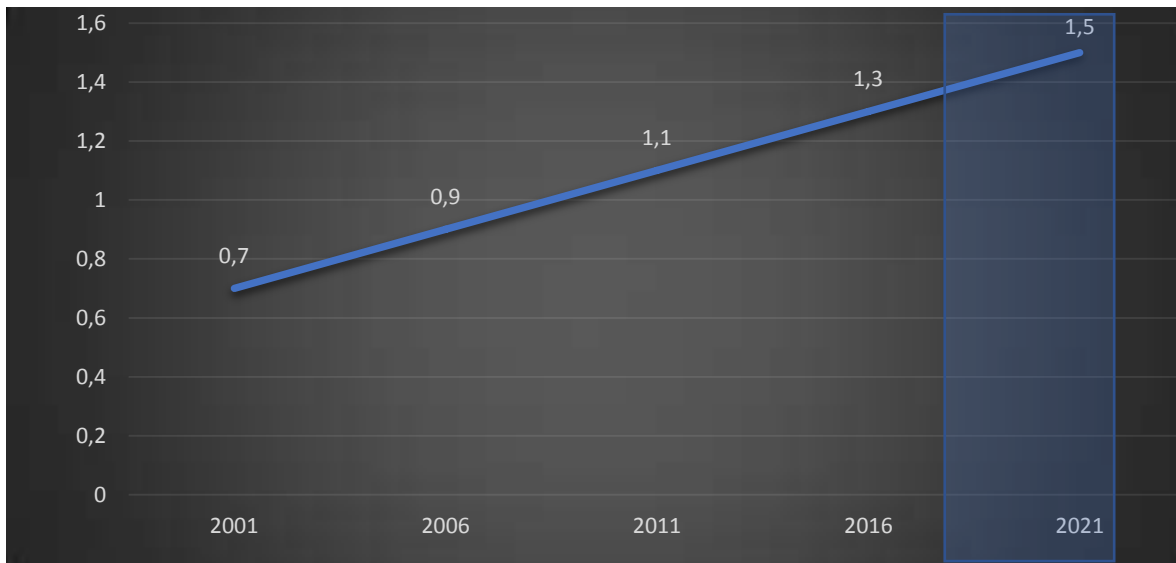
Chart 2 Historical (2007 to 2018) and Projected (2019 to 2023) employment rates for First Nations and total population, all of Québec



Sources: Statistics Canada, Labor Force Survey; Ministry of Finance of Québec; and author's calculations

Similarly, the projection of the FNI population's share of Québec's population as a whole is set to grow fairly linearly over the next five years, so that it constitutes 1.5% of the total population in 2023, based on the trend observed since at least the 2001 census.

Chart 3 Historical share (2001, 2006, 2011 and 2016) and projected (2021) of the total population 15 years and over for First Nations and Inuit, across Québec



Sources: Statistics Canada, 2001, 2006, 2011 and 2016 censuses; Statistics Canada, Demosim, 91-552-X, 2015; and author's calculations.

Final remark

Compared to the appreciation Regent Chamard focused on the situation of the FNI and prospects who came to them on the labor market, the portrait of the current situation shows marked improvements in recent years, mainly because of demographic and economic evolution that is favorable to the most disadvantaged clientele on the labor market, including young people, those with little education, recent immigrants, and of course the FNI. Large gaps remain with the rest of the population, but they are less and less on the employment rate and the unemployment rate. The challenge becomes more clearly that of the quality of the jobs that the FNI occupy, including the permanent or permanent nature, the wages, as well as the other considerations which this quality notion can have. In this sense, the final diagnosis is the same, namely that significant challenges remain more than ever, and that adequate public policies are still required, and will be even for several years, for a more successful and fruitful integration of First Nations and Inuit to the Québec economy and society.

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**Table A1 Distribution (N.) of total population by Aboriginal identity
(including First Nations and Inuit) and by province, Canada 2016**

	Aboriginal identity	FNI	First Nations	Inuits	Metis	Multiple Aboriginal identities	Aboriginal identities not included elsewhere	non-Aboriginal identities	Total
Newfoundland & Labrador	45 725	34 820	28 370	6 450	7 790	555	2 560	466 525	512 255
Prince Edward Island	2 740	1 945	1 870	75	710	20	60	136 945	139 690
Nova Scotia	51 490	26 625	25 830	795	23 315	835	720	856 850	908 340
New Brunswick	29 385	17 960	17 575	385	10 205	470	755	701 325	730 710
Quebec	182 885	106 590	92 650	13 940	69 360	2 760	4 170	7 782 565	7 965 450
Ontario	374 395	240 545	236 685	3 860	120 585	5 730	7 540	12 867 765	13 242 160
Manitoba	223 310	131 115	130 505	610	89 355	2 015	820	1 017 390	1 240 695
Saskatchewan	175 020	114 930	114 570	360	57 875	1 305	905	895 540	1 070 560
Alberta	258 640	139 085	136 590	2 495	114 370	2 905	2 280	3 719 505	3 978 145
British Columbia	270 585	174 135	172 520	1 615	89 405	4 350	2 690	4 289 650	4 560 240
Yukon	8 195	6 910	6 685	225	1 015	160	110	26 920	35 110
Northwest Territory	20 860	17 265	13 185	4 080	3 390	155	55	20 275	41 135
Nunavut	30 550	30 330	190	30 140	165	55	10	5 025	35 580
Canada	1 673 785	1 042 260	977 235	65 025	587 545	21 310	22 670	32 786 280	34 460 060

Source : Statistics Canada, 2016 Census

Table A1.1 Distribution (N) of total population by Aboriginal identity (including First Nations and Inuit) and by age, Canada and Québec, 2016

Canada	Aboriginal ancestry	FNI	First Nations	Inuits	Metis	Multiple aboriginal ancestry	Aboriginal ascendency not included elsewhere	Non-native ancestry	Total
0 à 14 years	563 765	177 365	163 045	14 320	17 320	5 930	363 150	5 253 285	5 817 050
15 years old and over	1 566 760	440 615	410 175	30 440	73 935	12 620	1 039 590	27 076 260	28 643 020
15 à 24 years	344 515	102 905	94 550	8 355	12 750	3 300	225 560	3 887 210	4 231 725
25 à 54 years	856 355	238 815	221 925	16 890	38 590	6 385	572 565	13 219 970	14 076 325
25 à 34 years	308 540	86 540	79 675	6 865	12 070	2 195	207 735	4 268 035	4 576 575
35 à 44 years	273 845	75 205	70 055	5 150	12 340	2 060	184 240	4 233 930	4 507 775
45 à 54 years	273 970	77 065	72 195	4 870	14 180	2 130	180 595	4 718 005	4 991 975
55 à 64 years	216 660	57 035	54 045	2 990	13 220	1 735	144 670	4 638 400	4 855 060
65 years old and over	149 225	41 865	39 655	2 210	9 375	1 200	96 785	5 330 680	5 479 905
Total	2 130 520	617 980	573 220	44 760	91 255	18 550	1 402 735	32 329 545	34 460 065
Median age	40,5		27	24,1	33,1	28,2	39,7		41,3
Québec	Aboriginal ancestry	FNI	First Nations	Inuits	Metis	Multiple aboriginal ancestry	Aboriginal ascendency not included elsewhere	Non-native ancestry	Total
0 à 14 years	83 990	21 660	18 440	3 220	2 350	835	59 145	1 247 185	1 331 175
15 years old and over	275 440	76 235	69 255	6 980	15 230	2 470	181 505	6 358 840	6 634 280
15 à 24 years	50 570	14 560	12 550	2 010	1 850	490	33 670	873 440	924 010
25 à 54 years	153 560	41 105	37 355	3 750	7 245	1 150	104 060	3 032 300	3 185 860
25 à 34 years	56 075	14 040	12 500	1 540	1 960	335	39 740	949 090	1 005 165
35 à 44 years	50 585	13 135	12 000	1 135	2 195	375	34 880	1 000 365	1 050 950
45 à 54 years	46 905	13 925	12 855	1 070	3 095	440	29 445	1 062 845	1 129 750
55 à 64 years	41 595	11 725	11 015	710	3 635	455	25 780	1 144 480	1 186 075
65 years old and over	29 710	8 840	8 335	505	2 505	375	17 990	1 308 620	1 338 330
Total	359 420	97 890	87 695	10 195	17 585	3 300	240 645	7 606 030	7 965 450
Median age	41,7		33,1	22,7	41,2	44,6	42,2		41,8

Source : Statistics Canada, 2016 Census

**Table A1.2 Distribution (N) of total population by Aboriginal identity (including First Nations and Inuit) and by sex,
Canada and Québec, 2016**

	Aboriginal identity	FNI	First Nations	Inuits	Metis	Multiple Aboriginal identity	Aboriginal and non- Aboriginal identity	Non- Aboriginal identity	Total
Canada									
Male	1 026 680	302 240	280 035	22 205	45 745	8 980	669 705	15 944 900	16 971 580
Female	1 103 840	315 740	293 185	22 555	45 510	9 570	733 025	16 384 645	17 488 485
Total	2 130 520	617 980	573 220	44 760	91 255	18 550	1 402 735	32 329 545	34 460 065
Quebec									
Male	172 440	47 705	42 725	4 980	9 225	1 600	113 905	3 769 000	3 941 440
Female	186 980	50 190	44 970	5 220	8 360	1 695	126 740	3 837 030	4 024 010
Total	359 420	97 890	87 695	10 195	17 585	3 300	240 645	7 606 030	7 965 450

Source : Statistics Canada, 2016 Census

Table A2 Key labor market indicators (percentage rate) by selected Aboriginal and non-Aboriginal population groups and by province, Canada, 2016.

	Aboriginal identity			Inuit			First Nations			Inuit			Metis			Non-Aboriginal identity			Total		
	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate
Newfoundland Labrador	60.8	47.8	21.4	60.4	47.8	20.8	60.5	47.8	20.9	60.2	47.8	20.5	63.5	49.3	22.5	58.5	49.6	15.1	58.7	49.5	15.6
Prince Edward Island	69.2	53.9	21.7	67.4	50.5	23.7	68	50.9	24.6	50	40	0	74.1	62	16.2	66.3	58.3	12.1	66.4	58.2	12.3
Nova Scotia	62.6	53.5	14.5	59.8	49.7	17.0	59.6	49.5	17	65.8	54.7	16.9	65.7	57.6	12.3	61.2	55.2	9.7	61.3	55.2	10
New Brunswick	60.4	46.3	20.1	58.5	45.6	22.1	58.4	45.5	22.1	64.4	50.8	21.1	63.2	52.2	17.4	61.6	54.9	10.9	61.5	54.7	11.2
Quebec	59.9	51.9	13.4	58.7	50.1	14.7	57.7	49.5	14.3	66.2	54.6	17.4	62.2	54.7	12	64.2	59.7	7.1	64.1	59.5	7.2
Ontario	61.8	54	12.7	59.6	51.0	14.5	59.6	51	14.5	58.4	48.5	17.2	66.1	59.5	10	64.8	60.1	7.3	64.7	59.9	7.4
Manitoba	57.2	48.7	14.9	47.2	37.0	21.7	47.1	36.9	21.7	60.5	52.6	13	69.7	63.3	9.2	67.7	64	5.5	66.1	61.7	6.7
Saskatchewan	56.9	46.3	18.6	49.0	37.0	24.6	49	36.9	24.7	60.4	54.7	9.4	70.5	62.4	11.5	70.1	66.2	5.6	68.3	63.5	7.1
Alberta	65.1	54.4	16.4	59.3	47.4	20.2	59.1	47.2	20.3	69.9	59.5	14.9	71.3	62	13.1	72.2	66	8.6	71.8	65.4	9
British Columbia	63.7	54.8	14	61.1	50.9	16.6	61.1	50.9	16.6	60	49.8	17.1	68.7	62	9.7	63.9	59.8	6.3	63.9	59.6	6.7
Yukon	69.9	54.3	22.2	68.5	52.2	23.8	68.5	52.1	24	67.6	55.9	17.4	77.5	66.9	13.7	77	72.5	5.9	75.5	68.5	9.2
Northwest Territories	63.3	51.2	19.1	61.1	47.8	21.8	60.4	47	22.3	63.3	50.6	20.1	73.9	67.5	8.6	84.1	80.2	4.6	74.1	66.2	10.6
Nunavut	63	45.6	27.5	62.7	45.3	27.8	84.4	81.2	7.4	62.5	45	28	89.3	82.1	8	92.2	89.3	3.1	68.3	53.6	21.5
Canada	61.4	52.1	15.2	57.5	46.9	18.3	57.1	46.8	18	63.1	49	22.4	67.9	60.3	11.2	65.4	60.5	7.4	65.2	60.2	7.7

Source: Statistics Canada, 2016 Census

**Table A3 Main Labor Market Indicators (N and % Rates) by Selected Groups of Aboriginal Populations
and non-Aboriginal, Québec, 2001, 2006, 2011 and 2016**

	2001						2006						2011						2016					
	Aboriginal identity	FNI	First Nations	Inuits	Métis	Total	Aboriginal identity	FNI	First Nations	Inuits	Métis	Total	Aboriginal identity	FNI	First Nations	Inuits	Métis	Total	Aboriginal identity	FNI	First Nations	Inuits	Métis	Total
Total population 15 years and over	55 890	41 325	35 730	5 395	12 035	5 832 345	80 910	54 860	47 980	6 880	22 305	6 184 490	108 350	69 905	61 780	8 125	33 360	6 474 590	142 870	79 380	70 450	9 130	57 570	6 634 280
Active population	32 260	23 495	20 080	3 415	7 320	3 742 485	49 200	33 125	28 770	4 355	13 880	4 015 200	66 750	42 035	36 935	5 100	21 530	4 183 450	85 615	46 700	40 660	6 040	35 815	4 255 500
Busy people	26 305	18 940	16 160	2 780	6 090	3 434 265	41 525	27 805	24 310	3 495	11 880	3 735 505	57 715	35 680	31 405	4 275	19 135	3 880 420	74 120	39 825	34 840	4 985	31 510	3 949 325
Unemployed	5 960	4 565	3 925	640	1 230	308 220	7 675	5 320	4 460	860	1 995	279 695	9 030	6 350	5 525	825	2 390	303 025	11 495	6 870	5 820	1 050	4 305	306 170
Inactive	23 630	17 830	15 650	2 180	4 710	2 089 865	31 710	21 735	19 205	2 530	8 425	2 169 285	41 605	27 870	24 845	3 025	11 840	2 291 145	57 255	32 885	29 790	3 095	21 755	2 378 785
Activity rate	57,7	56,9	56,2	61,0	60,8	64,2	60,8	60,4	60,0	63,3	62,2	64,9	61,6	60,1	59,8	62,8	64,5	64,6	59,9	58,7	57,7	66,2	62,2	64,1
Employment rate	47,1	45,8	45,2	49,7	50,6	58,9	51,3	50,7	50,7	50,8	53,3	60,4	53,3	51,0	50,8	52,6	57,4	59,9	51,9	50,1	49,5	54,6	54,7	59,5
Un- employment rate	18,5	19,4	19,5	18,7	16,8	8,2	15,6	16,1	15,5	19,7	14,4	7,0	13,5	15,1	15,0	16,2	11,1	7,2	13,4	14,7	14,3	17,4	12	7,2

Source: Statistics Canada, 2016 Census

Table A 4.1 Key Labor Market Indicators (N and% Rates) for First Nations by location on reserve or off reserve, Québec 2016

Table A 4.2 Main labor market indicators (N and% rate) for Inuit by location in Nunavik or outside Nunavik, Québec 2016

FIRST NATIONS								
A 4.1	Population 15 years and over	Active population	Busy people	Unemployed	Inactive	Activity rate	Employment rate	Un- employment rate
Reserve	28 490	15 185	12 135	3 060	13 305	53,3	42,6	20,2
Off reserve	41 960	25 470	22 705	2 765	16 485	60,7	54,1	10,9
TOTAL	70 450	40 660	34 840	5 820	29 795	57,7	49,5	14,3
A 4.2	Population 15 years and over	Active population	Busy people	Unemployed	Inactive	Activity rate	Employment rate	Un- employment rate
Inuit Nunangat (Nunavik)	7 560	5 115	4 200	910	2 445	67,7	55,6	17,8
Outside of Inuit Nunangat	1 575	920	785	140	655	58,4	49,8	15,2
TOTAL	9 135	6 035	4 985	1 050	3 100	66,3	54,7	17,5

Source: Statistics Canada, 2016 Census

Table A5 Distribution (N and%) of population aged 15 and over by selected age groups

	Aboriginal identity		FNI		First Nations		Inuk (Inuit)		Metis		Non Aboriginal identity		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
15 to 24 years	26 270	18,4	17 000	21,4	14 220	20,2	2 780	30,4	8 450	14,7	897 745	13,8	923 195	13,9
15 to 19 years	12 910	9,0	8 435	10,6	7 005	10,0	1 430	15,7	4 070	7,1	414 825	6,4	427 330	6,4
20 to 24 years	13 360	9,4	8 560	10,8	7 210	10,2	1 350	14,8	4 375	7,6	482 920	7,4	495 855	7,5
25 to 64 years	96 400	67,5	52 485	65,9	46 765	66,4	5 720	62,7	40 315	70,0	4 275 540	65,9	4 368 340	65,9
25 to 34 years	23 615	16,5	14 145	17,8	12 070	17,1	2 075	22,7	8 660	15,0	981 545	15,1	1 004 350	15,2
25 to 29 years	11 985	8,4	7 315	9,2	6 190	8,8	1 125	12,3	4 240	7,4	480 510	7,4	492 065	7,4
30 to 34 years	11 635	8,1	6 830	8,6	5 875	8,3	955	10,5	4 420	7,7	501 040	7,7	512 290	7,7
35 to 44 years	22 870	16,0	13 145	16,5	11 650	16,5	1 495	16,4	9 000	15,6	1 028 085	15,8	1 050 230	15,8
45 to 54 years	25 220	17,7	13 275	16,7	12 040	17,1	1 235	13,5	11 060	19,2	1 104 530	17,0	1 128 865	17,0
55 to 64 years	24 695	17,3	11 915	15,0	11 005	15,6	910	10,0	11 595	20,1	1 161 380	17,9	1 184 890	17,9
65 to 74 years	14 655	10,3	7 100	8,9	6 620	9,4	480	5,3	6 630	11,5	824 640	12,7	838 370	12,6
75 years +	5 550	3,9	3 000	3,8	2 850	4,0	150	1,6	2 175	3,8	493 485	7,6	498 660	7,5
TOTAL	142 875	100	79 585	100	70 455	100	9 130	100	57 570	100	6 491 410	100	6 628 565	100

Source: Statistics Canada, 2016 Census

Table A6 Key labor market indicators (N and rate in%) for Aboriginal and non-Aboriginal, by age group, Québec, 2016

	Aboriginal identity			FNI			First Nations			Inuit			Metis			Non Aboriginal identity			Total		
	Activity rate	Employment rate	Un-employment rate	Activity rate	Employment rate	Un-employment rate	Activity rate	Employment rate	Un-employment rate	Activity rate	Employment rate	Un-employment rate	Activity rate	Employment rate	Un-employment rate	Activity rate	Employment rate	Un-employment rate	Activity rate	Employment rate	Un-employment rate
15 to 24 years	51,9	41,6	19,8	47,5	37,0	21,9	44,4	34,7	21,8	59,5	46	22,4	60,9	50,7	16,8	63	55,2	12,3	62,6	54,8	12,5
15 to 19 years	37,2	29	22,1	33,8	26,2	23,1	29,5	22,5	23,7	46,9	37,1	20,9	46,7	36,9	21,1	45,1	38	15,8	44,9	37,7	15,9
20 to 24 years	66,1	53,8	18,6	61,4	48,2	21,5	58,9	46,6	20,9	72,3	55,4	24	74,4	63,7	14,4	78,3	70	10,6	77,9	69,5	10,8
25 to 64 years	72,1	63,3	12,1	71,3	62,0	13,2	71	61,9	12,8	74	62,4	15,7	73,3	65,2	11,1	80,6	75,7	6	80,4	75,5	6,2
25 to 34 years	76,3	65,8	13,7	72,1	60,1	16,7	71,9	60,4	16	73	58,3	20,1	82,9	74,3	10,4	87,1	81,3	6,6	86,9	81	6,8
25 to 29 years	73,5	63,5	13,6	68,8	56,8	17,5	68,1	56,8	16,5	72,4	56,9	21,5	81,4	74,3	8,8	86,5	80,3	7,2	86,2	79,8	7,3
30 to 34 years	79,1	68,1	13,9	75,6	63,7	16,0	76	64,3	15,5	73,3	59,7	18,6	84,5	74,4	11,8	87,7	82,4	6,1	87,5	82	6,3
35 to 44 years	80,7	71,6	11,3	78,8	68,9	12,7	78,9	69,3	12,3	77,6	65,9	15,1	83,4	75,7	9,3	88,9	84,1	5,4	88,7	83,8	5,6
45 to 54 years	77,1	68,2	11,6	75,7	66,6	12,1	75,4	66,4	12,1	78,1	68	12,4	78,3	69,4	11,4	87	82,4	5,3	86,8	82	5,5
55 to 64 years	54,9	48,4	11,9	57,5	51,4	10,4	56,7	50,8	10,3	65,4	58,2	11,8	53,4	46,1	13,7	61,7	57,4	7	61,5	57,2	7,1
65 to 74 years	16	13,7	14	17,6	15,3	15,7	15,9	13,4	16,2	29,9	27,8	6,9	15,8	13,7	13,4	16,8	15,2	9,6	16,8	15,2	9,7
75 years +	3,3	2,5	27	3,6	3,0	49,5	3,3	3	15,8	6,7	0	100	3	2,1	23,1	3,9	3,1	19,9	3,9	3,1	19,9
TOTAL	59,9	51,9	13,4	58,8	50,1	14,8	57,7	49,5	14,3	66,2	54,6	17,4	62,2	54,7	12	64,2	59,7	7,1	64,1	59,5	7,2

Source : Statistics Canada, Census 2016

Table A7.1 Distribution (N and%) of population aged 15 and over by selected Aboriginal and non-Aboriginal population groups and sex, Québec, 2016

	Aboriginal identity				FNI				First Nations				Inuit				Metis				Non Aboriginal identity				Total			
	Population 15 years and over		Active population		Population 15 years and over		Active population		Population 15 years and over		Active population		Population 15 years and over		Active population		Population 15 years and over		Active population		Population 15 years and over		Active population		Population 15 years and over		Active population	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Male	71 280	49,9	44 405	51,9	36 405	48,3	23 485	50,3	33 975	46,2	20 505	50,4	4 430	50,4	2 980	48,5	30 275	49,3	19 430	52,6	3 188 755	54,3	2 170 325	54,3	3 260 040	49,1	2 214 735	52,0
Female	71 590	50,1	41 215	48,1	41 185	51,8	23 215	49,7	36 480	51,8	20 155	49,6	4 705	49,6	3 050	51,5	27 295	50,7	16 385	47,4	3 302 655	45,7	1 999 550	45,7	3 374 240	50,9	2 040 765	48,0
Total	142 870	100,0	85 615	100,0	79 580	100,0	46 700	100,0	70 450	100,0	40 660	100,0	9 130	100,0	6 040	100,0	57 570	100,0	35 815	100,0	6 491 410	100,0	4 169 880	100,0	6 634 280	100,0	4 255 500	100,0

Source : Statistics Canada, Census 2016

Table A7.2 Key labor market indicators (N and%) for Aboriginal and non-Aboriginal persons by sex, Québec, 2016

	Aboriginal identity			FNI			First Nations			Inuit			Metis			Non Anoriginal identity			Total		
	Activity rate	Employment rate	Un-employment rate	Activity rate	Employment rate	Un-employment rate	Activity rate	Employment rate	Un-employment rate	Activity rate	Employment rate	Un-employment rate	Activity rate	Employment rate	Un-employment rate	Activity rate	Employment rate	Un-employment rate	Activity rate	Employment rate	Un-employment rate
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Male	62,3	52,3	16	61,2	50,2	17,8	60,4	49,8	17,4	67,3	53,4	20,5	64,2	55,1	14,1	68,1	62,7	7,9	67,9	62,5	8
Female	57,6	51,4	10,7	56,3	49,8	11,5	55,2	49,1	11,1	65	55,6	14,4	60	54,3	9,6	60,5	56,8	6,2	60,5	56,7	6,3
Total	59,9	51,9	13,4	58,7	50,1	14,7	57,7	49,5	14,3	66,2	54,6	17,4	62,2	54,7	12	64,2	59,7	7,1	64,1	59,5	7,2

Source : Statistics Canada, Census 2016

**Table 8 Distribution (N and%) of population aged 15 and over by selected Aboriginal and non-Aboriginal population groups and level of education
Québec, 2016**

	Aboriginal identity		FNI		First Nations		Inuit		Metis		Non Aboriginal identity		Total	
	Population		Population		Population		Population		Population		Population		Population	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
No certificate, diploma or degree	48 515	34,0	32 455	40,8	26 860	38,1	5 595	61,3	14 565	25,3	1 274 550	19,6	1 323 070	19,9
High school diploma or equivalence certificate	26 490	18,5	14 050	17,7	12 490	17,7	1 560	17,1	11 180	19,4	1 400 485	21,6	1 426 980	21,5
Post-secondary certificate, diploma or degree	67 860	47,5	33 075	41,5	31 100	44,1	1 975	21,6	31 825	55,3	3 816 370	58,8	3 884 230	58,5
Apprenticeship or trades certificate or diploma	29 935	21,0	14 615	18,4	13 445	19,1	1 170	12,8	14 090	24,5	1 090 795	16,8	1 120 730	16,9
Worker's certificate or diploma other than apprenticeship certificate or qualification certificate	20 945	14,7	10 280	12,9	9 610	13,6	670	7,3	9 830	17,1	785 635	12,1	806 585	12,2
Apprentice or qualification certificate	8 990	6,3	4 335	5,4	3 835	5,4	500	5,5	4 260	7,4	305 155	4,7	314 145	4,7
College, CEGEP or other non-university certificate or diploma	21 135	14,8	10 625	13,4	10 130	14,4	495	5,4	9 630	16,7	1 144 375	17,6	1 165 515	17,6
University certificate or diploma below bachelor level	4 045	2,8	2 105	2,6	1 980	2,8	125	1,4	1 730	3,0	232 210	3,6	236 255	3,6
University certificate, diploma or degree at bachelor's level or above	12 745	8,9	5 740	7,2	5 555	7,9	185	2,0	6 380	11,1	1 348 985	20,8	1 361 730	20,5
Baccalaureate	9 110	6,4	4 185	5,3	4 040	5,7	145	1,6	4 485	7,8	862 955	13,3	872 060	13,1
University certificate or diploma above bachelor level	985	0,7	460	0,6	450	0,6	10	0,1	490	0,9	117 965	1,8	118 950	1,8
Diploma in medicine, dentistry, veterinary or optometry	175	0,1	60	0,1	50	0,1	10	0,1	105	0,2	38 870	0,6	39 045	0,6
Master's degree	2 155	1,5	885	1,1	865	1,2	20	0,2	1 150	2,0	279 055	4,3	281 210	4,2
University Doctorate	315	0,2	155	0,2	145	0,2	10	0,1	150	0,3	50 140	0,8	50 460	0,8
Total - Highest certificate, diploma or degree	142 870	100,0	79 580	100,0	70 450	100,0	9 130	100,0	57 570	100,0	6 491 410	100,0	6 634 280	100,0

Source : Statistics Canada, Census 2016.

Table 9 Key Labor Market Indicators (Rates and%) for Aboriginals and Non-Aboriginals by Level of Education, Québec, 2016

	Aboriginal Identity			FNI			First Nations			Inuit			Metis			Non Aboriginal Identity			Total		
	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate	Activity rate	Employment rate	Unemployment rate
No certificate, diploma or degree	40,6	31,4	22,7	41,4	31,7	23,3	37,8	28,7	23,9	58,7	46,1	21,3	39,5	31,1	21,3	38,3	33,3	12,9	38,4	33,3	13,3
High school diploma or equivalence certificate	59,8	52,4	12,5	60,7	53,2	12,4	59,1	51,8	12,3	73,7	64,1	13	59,7	52,2	12,4	58,4	53,6	8,2	58,4	53,5	8,3
Post-secondary certificate, diploma or degree	73,8	66,3	10,1	74,8	66,7	10,8	74,4	66,4	10,7	81,3	71,4	12,5	73,5	66,4	9,6	75,1	70,7	5,7	75	70,7	5,8
Apprenticeship or trades certificate or diploma	71,7	61,7	13,9	72,8	61,8	15,1	72,0	61,2	15,0	82,1	68,8	16,1	71,1	61,9	12,9	74,7	69,3	7,2	74,6	69,1	7,3
Worker's certificate or diploma other than apprenticeship certificate or qualification certificate	71,6	62,3	12,9	72,9	62,4	14,5	72,4	61,9	14,6	80,6	69,4	13,9	70,9	62,7	11,5	75,3	70,5	6,4	75,2	70,3	6,5
Apprentice or qualification certificate	71,9	60,4	16,0	72,7	60,7	16,3	71,2	59,7	15,9	84	68	19	71,5	59,7	16,4	73,1	66,3	9,3	73,1	66,1	9,5
College, CEGEP or other non-university certificate or diploma	74,4	68,1	8,4	75,0	68,1	9,2	74,7	67,6	9,4	81,8	77,8	4,9	74,6	68,7	7,7	74,0	70,0	5,4	74,0	70,0	5,5
University certificate or diploma below bachelor's level	69,7	63,7	8,9	72,9	67,2	7,2	72,5	66,9	7,7	80	72	0	66,8	60,1	10,4	65,3	61,7	5,5	65,4	61,8	5,6
University certificate, diploma or degree at bachelor's level or above	79,0	75,0	5,1	79,9	76,0	4,7	79,9	76,3	4,4	78,4	67,6	13,8	79,1	74,8	5,6	77,9	74,1	4,9	77,9	74,1	4,9
Baccalaureate	79,6	75,5	5,2	79,2	75,1	5,2	79,1	75,2	4,9	82,8	72,4	12,5	80,7	76,5	5,4	78,1	74,3	4,8	78,1	74,3	4,8
University certificate or diploma above bachelor level	72,6	69,5	4,2	77,2	75,0	2,8	78,9	76,7	2,8	0	0	0	68,4	64,3	6	74,1	70,2	5,1	74	70,2	5,1
Diploma in medicine, dentistry, veterinary or optometry	71,4	65,7	8,0	66,7	66,7	0,0	80,0	80,0	0,0	0	0	0	71,4	66,7	0	78,9	76,9	2,5	78,9	76,9	2,5
Master's degree	80,0	76,1	4,6	84,7	81,4	4,0	85,5	82,1	4,1	50	50	0	77,4	73	5,6	78,6	74,4	5,3	78,6	74,4	5,3
Univeristy Doctorate	77,8	73,0	6,1	71,0	67,7	0,0	75,9	72,4	0,0	0	0	0	83,3	76,7	8	79,1	75	5,1	79,1	75	5,2
TOTAL	59,9	51,9	13,4	58,7	50,1	14,7	57,7	49,5	14,3	64,2	59,7	7,1	66,2	54,6	17,4	64,1	59,5	7,2	64,1	59,5	7,2

Source : Statistics Canada, Census 2016

Table A10 Distribution (N and%) FNI, First Nations, Inuit and total population by sector of activity, Québec, 2016

Economic activity sector	Aboriginal		Non Aboriginal		Total	
	N	%	N	%	N	%
11 - Agriculture, forestry, hunting and fishing	2 775	3,2	82 140	2,0	84 910	2,0
21 - Mining, quarrying, oil and gas extraction	1 325	1,6	20 565	0,5	21 895	0,5
22 - Public services	915	1,1	28 750	0,7	29 665	0,7
31 - Manufacturing	6 305	7,4	462 695	11,1	469 000	11,1
41 - Wholesale	1 850	2,2	156 405	3,8	158 250	3,7
44-45 - Retails business	9 410	11,0	513 580	12,3	522 990	12,3
48-49 - Transportation and storage	3 915	4,6	186 335	4,5	190 255	4,5
51 - Information Industry and Cultural Industry	1 345	1,6	100 680	2,4	102 025	2,4
52 - Finance and insurance	1 540	1,8	166 480	4,0	168 020	4,0
53 - Real Estate and Rental and Leasing	1 060	1,2	56 895	1,4	57 955	1,4
54 - Professional, Scientific and Technical Services	2 735	3,2	280 160	6,7	282 895	6,7
55 - Management of companies and enterprises	45	0,1	3 255	0,1	3 300	0,1
56 - Administrative Services, Support Services, Waste Management and Remediation Services	3 735	4,4	175 905	4,2	179 640	4,2
61 - Educational services	6 155	7,2	311 510	7,5	317 670	7,5
62 - Health care and social assistance	12 715	14,9	526 565	12,7	539 285	12,7
71 - Arts, entertainment and recreation	2 110	2,5	91 595	2,2	93 705	2,2
72 - Hosting and restaurant services	5 965	7,0	281 850	6,8	287 815	6,8
81 - Other services (except public administration)	3 795	4,4	190 665	4,6	194 460	4,6
91 - Public administration	10 840	12,7	271 725	6,5	282 570	6,7
All industries	85 460	100	4 158 830	100	4 244 290	100

Source : Statistics Canada, Census 2016.

Table A11.1 Distribution (N and%) of the labor force or employed by Aboriginal identity and type of skill, Québec, 2016

Type of skill	Aboriginal identity		FNI		First Nations		Inuit		Total	
	N	%	N	%	N	%	N	%	N	%
0 - Management	6 385	7,2	3 510	7,2	3 110	7,6	400	6,3	411 695	9,6
1 - Business, Finance and Administration	12 215	13,7	6 670	13,7	5 995	14,7	675	10,6	665 455	15,6
2 - Natural and applied sciences and related fields	3 245	3,7	1 485	3,0	1 415	3,5	70	1,1	283 110	6,6
3 - Health sector	4 950	5,6	2 240	4,6	2 055	5,1	185	2,9	290 910	6,8
4 - Education, Law, Social, Community and Government Services	11 540	13,0	6 885	14,1	5 810	14,3	1 075	16,9	491 835	11,5
5 - Arts, culture, sports and recreation	2 775	3,1	1 560	3,2	1 220	3,0	340	5,3	133 190	3,1
6 - Sales and services	22 060	24,8	11 335	23,2	9 675	23,8	1 660	26,1	968 055	22,7
7 - Trades, transport, machinery and related fields	15 705	17,7	7 670	15,7	6 600	16,2	1 070	16,8	559 670	13,1
8 - Natural Resources, Agriculture and Related Production	2 950	3,3	1 515	3,1	1 405	3,5	110	1,7	64 585	1,5
9 - Manufacturing and Utilities	3 640	4,1	1 650	3,4	1 545	3,8	105	1,6	203 305	4,8
All professions	85 465	96,2	46 695	95,6	38 830	95,5	6 035	94,7	4 169 880	97,6
Professions not applicable	3 420	3,8	2 160	4,4	1 825	4,5	335	5,3	101 490	2,4
Total active population aged 15 and over	88 885	100,0	48 855	100,0	40 655	100,0	6 370	100,0	4 271 370	100,0

Source : Statistics Canada, 2016 Census.

Table A11.2 Distribution (N and%) of employed population 15 years and over of FNI, First Nations, Inuit, Métis and total population by skill level, Québec, 2016

Competence level	Aboriginal identity		FNI		First Nations		Metis		Inuit		Non Aboriginal identity		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
A														
Administrator	6 385	7,5	3 320	7,2	2 910	7,2	2 780	7,7	410	6,8	401 920	9,7	408 305	9,6
A														
Professionals	9 645	11,3	4 920	10,6	4 425	11,0	4 315	12,0	495	8,2	758 235	18,2	767 880	18,1
B														
College or apprenticeship	29 650	34,7	16 095	34,7	14 260	35,3	12 525	34,8	1 835	30,3	1 353 915	32,6	1 383 590	32,6
C														
High school or specific job training	24 355	28,5	13 185	28,4	11 415	28,3	10 245	28,5	1 770	29,3	1 111 600	26,7	1 135 955	26,8
D														
Workplace Training	15 415	18,0	8 905	19,2	7 365	18,2	6 075	16,9	1 540	25,5	533 165	12,8	548 580	12,9
All levels	85 450	100	46 425	100	40 375	100	35 940	100	6 050	100	4 158 835	100	4 244 310	100

Source: Statistics Canada, 2016 Census

Table A12 Distribution of the employed population by selected groups of Aboriginal and non-Aboriginal populations, number and average income, Québec, 2015

Population with employment income (N)	Aboriginal identity	142 870	
	FNI	79 590	
	First Nations	70 455	
	Inuit	9 135	
	Metis	57 565	
	Non Aboriginal identity	6 481 410	
	Total	6 634 280	
Worked all year full time (N) (1)	Aboriginal identity	38 520	27,0
	FNI	22 955	28,8
	First Nations	19 010	27,0
	Inuit	2 680	29,3
	Metis	15 420	26,8
	Non Aboriginal identity	2 045 495	31,5
	Total	2 084 015	
Average full-time income (\$) (2)	Aboriginal identity	49 740 \$	87,9
	FNI	48 796 \$	86,3
	First Nations	48 458 \$	85,7
	Inuit	51 157 \$	90,4
	Metis	51 182 \$	90,5
	Non Aboriginal identity	56 692 \$	100,2
	TOTAL	56 564 \$	100
All other people	Aboriginal identity	104 350	
	FNI	57 900	
	First Nations	51 445	
	Inuit	6 455	
	Metis	42 150	
	Non Aboriginal identity	4 445 915	
TOTAL	4 550 265		
Average part-time income or part of the year (\$) (2)	Aboriginal identity	22 314	80,7
	FNI	20 402	73,8
	First Nations	20 925	75,7
	Inuit	17 311	62,6
	Metis	24 854	89,9
	Non Aboriginal identity	27 786	100,5
	TOTAL	27 660	100
(1) The percentage of the group who worked full time full year			
(2) As a percentage of the average income of the population			

Source: Statistics Canada, Census 2016

**Table A13 Distribution (N.) of the population by selected groups of Aboriginal and non-Aboriginal populations
15 years of age and over and by total income group, Québec 2015**

	Aboriginal identity	FNI	First Nations	Inuit	Metis	Non Aboriginal identity	Total
Having a total income	136 465	75 305	66 510	8 795	55 685	6 280 545	6 417 010
Less than \$ 10,000 (includes losses)	24 100	15 485	13 535	1 950	7 940	763 450	787 550
\$ 10,000 to \$ 19,999	29 020	15 325	13 625	1 700	12 300	1 160 540	1 189 555
\$ 20,000 to \$ 29,999	20 470	11 270	10 035	1 235	8 310	956 185	976 655
\$ 30,000 to \$ 39,999	17 230	9 315	8 355	960	7 150	834 050	851 280
\$ 40,000 to \$ 49,999	14 175	7 535	6 700	835	6 080	733 645	747 815
\$ 50,000 to \$ 59,999	9 980	5 250	4 640	610	4 350	533 085	543 060
\$ 60,000 to \$ 69,999	6 990	3 795	3 375	420	2 940	367 695	374 685
\$ 70,000 to \$ 79,999	4 870	2 500	2 190	310	2 170	281 595	286 470
\$ 80,000 to \$ 89,999	3 150	1 600	1 360	240	1 465	186 310	189 465
\$ 90,000 to \$ 99,999	2 050	1 065	880	185	895	120 140	122 190
\$ 100,000 and more	4 430	2 165	1 820	345	2 080	343 840	348 270
\$ 100,000 to \$ 149,999	3 490	1 735	1 450	285	1 610	232 600	236 085
\$ 150,000 and more	945	435	370	65	465	111 240	112 190
Without total income	6 405	4 275	3 940	335	1 885	210 865	217 270
TOTAL	142 870	79 580	70 455	9 125	57 565	6 491 400	6 634 265

Source : Statistics, 2016 Census

Table A14 Evolution of Labor Market Indicators by Aboriginal Identity, Québec, 2007 to 2018

		2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total variation (%)	Annual variation (%)	Total change (N or percentage points)
Population 15 years +	TOTAL	6 303	6 382	6 467	6 554	6 632	6 700	6 755	6 802	6 843	6 888	6 932	6 986	10,8	0,99	683
	non-Aboriginal	6 240	6 315	6 395	6 477	6 550	6 615	6 668	6 712	6 751	6 792	6 832	6 882	10,3	0,94	642
	Indigenous	63	68	73	77	82	84	87	90	92	96	101	104	65,1	5,92	41
	First Nations	29	31	33	35	37	38	40	41	42	45	47	49	69,8	6,34	20
Active population	TOTAL	4 138	4 185	4 215	4 276	4 310	4 337	4 390	4 398	4 430	4 446	4 492	4 509	9,0	0,82	371
	non-Aboriginal	4 104	4 143	4 170	4 235	4 267	4 288	4 339	4 345	4 380	4 392	4 436	4 444	8,3	0,75	340
	Indigenous	34	41	45	41	44	49	51	53	49	54	57	65	92,3	8,39	31
	First Nations	14	17	22	18	22	20	21	24	22	26	28	33	136,7	12,43	19
Employment	TOTAL	3 836	3 881	3 852	3 932	3 971	3 999	4 057	4 057	4 092	4 130	4 220	4 261	11,1	1,01	425
	non-Aboriginal	3 807	3 845	3 812	3 897	3 931	3 958	4 012	4 010	4 049	4 082	4 168	4 201	10,3	0,94	394
	Indigenous	29	37	40	35	39	41	45	47	43	47	52	60	106,5	9,68	31
	First Nations	12	15	20	16	19	16	19	22	19	22	25	31	160,8	14,62	19
Un-employment rate	TOTAL	7,3	7,2	8,6	8,1	7,9	7,8	7,6	7,7	7,6	7,1	6,1	5,5	-24,7	-2,24	-2
	non-Aboriginal	7,2	7,2	8,6	8	7,9	7,7	7,5	7,7	7,6	7,1	6	5,5	-23,6	-2,15	-2
	Indigenous	13,4	11,2	10,8	15,2	10,4	16	11,5	11,5	12,2	11,2	8,7	7,1	-47,0	-4,27	-6
	First Nations															
Activity rate	TOTAL	65,6	65,6	65,2	65,2	65	64,7	65	64,7	64,7	64,5	64,8	64,5	-1,7	-0,15	-1
	non-Aboriginal	65,8	65,6	65,2	65,4	65,1	64,8	65,1	64,7	64,9	64,7	64,9	64,6	-1,8	-0,17	-1
	Indigenous	53,5	61	62,4	53,3	53,4	57,6	58,9	58,6	53,2	55,5	56,4	62,3	16,4	1,50	9
	First Nations															
Employment rate	TOTAL	60,9	60,8	59,6	60	59,9	59,7	60,1	59,6	59,8	60	60,9	61	0,2	0,01	0
	non-Aboriginal	61	60,9	59,6	60,2	60	59,8	60,2	59,7	60	60,1	61	61	0,0	0,00	0
	Indigenous	46,3	54,2	55,7	45,2	47,8	48,4	52,1	51,9	46,7	49,3	51,5	57,9	25,1	2,28	12
	First Nations															

Note: First Nations unemployment, employment and employment rates fluctuate too much to be considered reliable

Source: Statistics Canada, Labor Force Survey, Annual Data

Table A 15 Distribution (N and%) of the population by Aboriginal identity and administrative region, Québec 2016

	Aboriginal identity	% of Québec	% of the region	FNI	% of Québec	% of the region	First Nations	Inuit	Métis	non-Aboriginal identity	% of the region	Total population	% of Québec
Bas-Saint-Laurent	3 540	1,9	1,9	1 120	1,1	0,6	1 085	35	2 140	186 435	98,1	189 975	2,4
Saguenay-Lac-Saint-Jean	14 655	8,0	5,5	5 385	5,1	2,0	5 305	80	8 770	254 215	94,5	268 870	3,4
Capitale-Nationale	11 425	6,2	1,6	6 185	5,8	0,9	6 035	150	4 720	697 905	98,4	709 325	8,9
La Mauricie	7 880	4,3	3,1	5 725	5,4	2,2	5 690	35	1 945	248 985	96,9	256 870	3,2
Estrie	4 045	2,2	1,3	1 870	1,8	0,6	1 780	90	1 935	305 970	98,7	310 015	3,9
Montréal	13 100	7,2	0,7	6 580	6,2	0,3	5 910	670	5 750	1 881 900	99,3	1 895 000	23,8
Outaouais	20 685	11,3	5,5	8 485	8,0	2,3	8 340	145	11 270	356 220	94,5	376 905	4,7
Abitibi-Témiscamingue	8 165	4,5	5,7	5 610	5,3	3,9	5 585	25	2 320	134 990	94,3	143 155	1,8
Côte-Nord	16 460	9,0	18,2	11 380	10,7	12,5	11 145	235	4 795	74 225	81,9	90 680	1,1
Nord-du-Québec	29 290	16,0	66,7	28 640	26,9	65,2	16 755	11 885	575	14 600	33,3	43 895	0,6
Gaspésie-Îles -de-la-Madeleine	8 745	4,8	9,9	2 700	2,5	3,1	2 630	70	5 720	79 390	90,1	88 130	1,1
Chaudière-Appalaches	4 065	2,2	1,0	1 840	1,7	0,5	1 785	55	1 920	404 555	99,0	408 615	5,1
Laval	2 525	1,4	0,6	1 175	1,1	0,3	1 145	30	1 170	408 320	99,4	410 850	5,2
Lanaudière	8 170	4,5	1,7	4 835	4,5	1,0	4 800	35	2 970	478 120	98,3	486 290	6,1
Laurentides	9 810	5,4	1,7	3 885	3,6	0,7	3 775	110	5 425	568 045	98,3	577 860	7,3
Montérégie	17 390	9,5	1,2	9 455	8,9	0,6	9 210	245	6 860	1 457 135	98,8	1 474 530	18,5
Centre-du-Québec	2 940	1,6	1,3	1 730	1,6	0,7	1 685	45	1 075	231 565	98,7	234 500	2,9
Total	182 890	100	2,29604	106 595	100	1,338216	92 655	13 940	69 365	7 782 565	100	7 965 455	100

Source Statistique Canada, Recensement 2016

Table A16 Key labor market indicators by Aboriginal identity and administrative region, Québec, 2016

	Aboriginal			non-Aboriginal			Whole population		
	Activity rate	Employment rate	Un-employment rate	Activity rate	Employment rate	Un-employment rate	Activity rate	Employment rate	Un-employment rate
Bas-Saint-Laurent	57,1	47,5	17,1	58,6	53,4	8,8	58,5	53,3	9,0
Saguenay -Lac-Saint-Jean	56,1	47,2	15,7	59,1	53,8	9,1	59,0	53,4	9,4
Capitale-Nationale	66,7	61,9	7,2	65,3	62,1	5,0	65,4	62,1	5,0
La Mauricie	46,6	39,2	15,8	57	52,5	7,9	56,7	52,1	8,0
Estrie	57,3	51,7	9,8	61,4	57,6	6,3	61,4	57,5	6,4
Montréal	63,5	55,7	12,2	64,1	58,3	9,0	64,1	58,3	9,0
Outaouais	61,9	56	9,5	66,2	61,7	6,9	66	61,3	7,0
Abitibi-Témiscamingue	50,4	41,7	17,3	50,4	41,7	17,3	63	58,1	7,7
Côte-Nord	53	42,2	20,4	62,4	55,5	11,0	60,8	53,3	12,4
Nord-du-Québec	65,6	54,4	17,0	72,2	67,1	7,1	68,1	59,3	13,0
Gaspésie-Îles-de-la-Madeleine	57	45	21,0	54,1	46,1	14,7	54,3	46	15,3
Chaudière-Appalaches	65,1	61,3	5,9	66,1	63,1	4,5	66,1	63,1	4,5
Laval	63,5	57,8	9,4	66,4	61,8	7,0	66,4	61,7	7,0
Lanaudière	57	50,2	12,0	64,8	60,6	6,5	64,7	60,4	6,6
Laurentides	60,2	53,1	11,7	65,4	61,1	6,6	65,3	60,9	6,7
Montréal	64,4	57,8	10,3	66	62,1	5,9	66	62,1	5,9
Centre-du-Québec	55,4	50	9,7	63,5	59,6	6,2	63,4	59,5	6,2
Total Québec	64,2	59,7	7,1	64,1	59,5	7,2	64,1	59,9	13,4

Source: Statistique Canada, recensement 2016

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