



FNILMAC
First Nations and Inuit labour
market advisory committee

The First Nations and Inuit of Lanaudière

by **Normand Roy**,
Economic Advisor



**Contributing to
Québec's development**

March 2026

This work was made possible
thanks to the financial participation
of the CPMT

*Commission
des partenaires
du marché du travail*

Québec 

Québec 



ACRONYMS USED

CD:	Census district
LFS:	Labor Force Survey
ISQ:	Institut de la statistique du Québec
EVI:	Economic Vitality Index
MRC:	Regional County Municipality
NA:	NI: Non-Aboriginal
FN:	First Nations
FNI:	First Nations and Inuit
CMA:	census metropolitan area
SC:	Statistics Canada

The committee



PERMANENT MEMBERS

Wanda Lafontaine

First Nations Human Resources Development
Commission of Quebec, President FNILMAC

Solange Loiselle

Kativik Regional Government, Vice-President
FNILMAC

Charles Wabie-Jacob

Algonquin Nation Human Resources and Sustainable
Development Corporation, Vice-President FNILMAC
(mandatory)

Jean Jr Lacroix

Atikamekw Nation Council

Abel J. Trapper

Apatisiwin Skills Development, Cree Nation
Government

ASSOCIATED MEMBERS

Geneviève Gagné

Regroupement des centres d'amitié Autochtones
du Québec, Executive member

Tanu Lusignan

First Nations Adult Education School Council

Rosalie Sioui

First Nations of Quebec and Labrador Health and
Social Services Commission

Souleymane Guissé

Comité Sectoriel de Main d'œuvre Économie Sociale et
de l'Action Communautaire

Jean-Yves Couture

United Steelworkers Union

Karine Awashish

First Nations of Quebec and Labrador Economic
Development Commission, Executive Member

Noemie Delisle

Confederation of National Trade Unions

OBSERVER MEMBERS

Éric Gourde

Direction du développement des compétences et de
l'intervention sectorielle
Secteur Emploi-Québec ministère de l'Emploi et de la
Solidarité sociale

Chantal Landry

Andréa Cormier

Programs Branch, Service Canada

Frank Hervieux

Direction des Services aux Autochtones et développement
nordique, ministère de l'Enseignement supérieur

Élisabeth Dugas

First Nations and Inuit Relations Secretariat
Department of the Executive Council

RECHERCHE RÉDACTION COORDINATION

Normand Roy

Consulting economist

Jennifer Trudeau Malo

Assistant coordinator FNILMAC

Réal Martin

coordinator FNILMAC

Summary



The 2021 Canadian Census data serve as the primary source of information for this document. This is supplemented by additional information from the Institut de la statistique du Québec (ISQ). First Nations and Inuit (FNI) are distributed across the territory's six regional county municipalities (MRCs), each of which has distinct characteristics. The Moulins MRC is part of the Montréal Metropolitan Census Region (MRC), while four others are primarily agricultural or industrial areas. Finally, Matawinie, in the north, is more focused on recreation and tourism or based on forestry. This MRC includes Manawan, the region's only Indigenous (Atikamekw) reserve.

Territorial complexity is reflected in the various sociodemographic dimensions measured by Statistics Canada (SC) or the ISQ. This holds true for the general population as well as for Indigenous peoples. Nevertheless, Indigenous peoples have characteristics that are unique to them. Demographically, they are younger, and their numbers are growing faster than those of the rest of the population. However, it is important to distinguish between various subgroups: First Nations people who identify as such in the census, those who are "registered or treaty Indians" under federal law, and those living on reserves, as the dynamics differ among these groups.

The educational attainment of Indigenous people in the Lanaudière region is lower than that of their fellow citizens. This is particularly true in the Matawinie MRC, and more specifically in Manawan. The importance of obtaining a high school diploma should be emphasized, as it has a significant impact on employment and income compared to having no diploma at all. First Nations women pursue higher education more often than their male counterparts, which affects their labor force participation and employment rates.

The labor force participation and employment rates among FNI are lower than those of Lanaudière residents, except among the oldest age groups. However, when educational attainment is comparable, these disparities narrow, with the exception of FNI with low levels of education, who have significantly lower rates than their fellow residents. Proximity to Montreal contributes to higher rates for both FNI and NA. Young FNI residents contribute little to the labor market, as many live in Manawan or the Matawinie MRC, where jobs are scarce. The more educated women are, the more they participate in the labor market, and the more they close the gap with men. Educational attainment means that FNI are relatively more likely to be found in jobs requiring low or moderate skills, and in sectors that employ more workers with these types of skills.

The incomes of FNI residents are lower than those of residents of Lanaudière, but there are significant differences between MRCs. When educational attainment is comparable, FNI residents' incomes are closer to those of their fellow residents. Government transfers account for a larger share of income for FNI residents, and women have lower incomes, even when educational attainment is the same, just like their NA counterparts.

The FNI in Lanaudière are predominantly French-speaking, and their rate of French-English bilingualism is lower than that of the general population, except in the metropolitan area, where it is comparable. This level of bilingualism increases significantly with higher levels of education.

There is considerable diversity within the region, which calls for tailored initiatives to bridge the existing gaps with the general population.

Table of Contents

Summary	2
Charts	6
Introduction	7
The Lanaudière region	8
The population of Indigenous peoples in Lanaudière according to the 2021 census	10
Total populaton	10
Age distribution of FNI	12
Population projections	13
Schooling	14
Schooling by Place of Residence	15
Education Based on Indian Status or Treaty Status	17
Schooling by age	18
Schooling according to gender	19
The labor market	20
Key Labor Market Indicators	21
The labor market situation by status as a Registered Indian or Treaty Indian	22
Education and Employment	23
Age and Labor Force Participation	24
Labor force participation by gender	25
Employment by occupation and sector	26
Income from FNI in Lanaudière	29
Total individual income before taxes	30
Breakdown of Income	31
Income by Nation	32
Income by Age	33
Income by gender	34
Education and income	34
Low-income individuals	36
Languages spoken	38
Conclusion	39

Charts

Figure 1: Area and Population of the Lanaudière MRCs, 2025	8
Figure 2: Population According to the 2021 Census	11
Figure 3 AGE GROUPS: NA, MANAWAN FIRST NATION, AND REGISTERED FIRST NATION MEMBERS ¹ , 2021	12
Figure 4: EDUCATIONAL ACHIEVEMENT BY DEGREE, AGES 25–64, 2021	14
Figure 5: EDUCATION LEVEL AND RESIDENCE ON OR OFF RESERVES, FNI AGED 25 TO 54, LANAUDIÈRE, 2021 ¹	15
Figure 6: EDUCATIONAL ACHIEVEMENT BY DEGREE, POPULATION AGED 25 TO 64, BY MRC, 2021	16
Figure 7: EDUCATION LEVELS BY REGISTERED OR TREATY INDIAN STATUS, LANAUDIÈRE, 2021	17
Figure 8: GRADUATION BY AGE, FNI of LANAUDIÈRE, 2021	18
Figure 9: SCHOOL ENROLLMENT BY GENDER, FNI OF LANAUDIÈRE, 2021	19
Figure 10: KEY LABOR MARKET INDICATORS, FNI of LANAUDIÈRE, 2021–22	22
Figure 11 LABOR MARKET SITUATION BY EMPLOYMENT STATUS, FNI, LANAUDIÈRE, 2021	23
Figure 12: EMPLOYMENT RATE BY EDUCATIONAL LEVEL, LANAUDIÈRE, 2021	24
Figure 13 LABOR FORCE PARTICIPATION BY AGE, LANAUDIÈRE, 2021	24
Figure 14: Labor Market Rate Differences Between Lanaudois and FNI, 2021	25
Figure 15: LABOR MARKET PARTICIPATION OF FNI BY GENDER, LANAUDIÈRE, 2021	26
Figure 16: Gender Gap in Labor Force Participation, Lanaudière, 2021	27
Figure 17: Occupational Breakdown, FNI of Lanaudière, 2021 ¹	28
Figure 18: EMPLOYMENT BY INDUSTRY, FNI OF LANAUDIÈRE, 2021	30
Figure 19: AVERAGE AND MEDIAN INCOME OF RESIDENTS OF LANAUDIÈRE, FNI AND NA, 2020	31
Figure 20: INCOME COMPOSITION, LANAUDIÈRE, 2019	32
Figure 21: Average Income by Country, Ages 25–54, Lanaudière, 2020	33
Figure 22: AVERAGE TOTAL INCOME BY AGE, 2019	33
Figure 23: INCOME BY GENDER, LANAUDIÈRE, 2019	34
Figure 24 EDUCATION AND INCOME, FIRST NATIONS, AGES 25 TO 64, 2020	35
Figure 25: LOW-INCOME RATE, AGES 15 AND OVER, LANAUDIÈRE, 2019	36
Figure 26: Low-Income Rates by Family Type, Lanaudière MRC, 2023	37
Figure 27: Languages Spoken, Lanaudière FNI, 2021	38

Introduction

The individual data used in this document are primarily drawn from the 2021 Canadian Census. This represents a significant limitation in several respects. First, the data are five years old, and six or seven years old in the case of annual income. Second, this data was collected during the exceptional circumstances of the COVID-19 pandemic. The pandemic affected not only the figures—including those related to the labor market and income—but also the data collection process itself.

The use of other sources for certain variables helps to contextualize, supplement, and update the information from the 2021 census. The profile of regions and regional county municipalities (MRCs), as well as the Economic Vitality Index (EVI) from the Institut de la statistique du Québec (ISQ), are also utilized. While these sources do not provide the same level of detail as the census, they offer more up-to-date data on certain parameters of interest and provide insightful contextualization.

The region and its diversity are introduced first, as this diversity has a significant influence on the very nature of the region, which is by no means monolithic—unlike other regions in Quebec, whose creation was driven more by administrative imperatives than by historical or socioeconomic realities.

Demographics are then examined, including recent and projected trends and the age pyramid. The unique characteristics of the FNI are highlighted. The following section addresses education, which is a key challenge for the FNI, as its effects are reflected in labor market participation and income. Several variables influence access to education and academic success, including place of residence and age. Gender also plays an important role, even more so than in society at large, where women have made rapid progress over the past half-century.

The labor market is analyzed from various perspectives, including place of residence, education level, gender, age, and occupational and sectoral structure, always keeping in mind comparisons with the regional population. The limitations of the census are noted, including the fact that it provides a snapshot taken at a very specific moment in time: the COVID-19 pandemic.

Income, its sources, and its distribution by age, gender, place of residence, and educational attainment are then discussed. As noted in this section of the text, the issue of income is highly complex. We supplement the data from the census with more recent information produced by the ISQ to provide useful contextual information that aids in understanding certain challenges.

Finally, the languages spoken by the First Nations of Lanaudière are taken into account, as they are closely linked to education, employment, and income. Furthermore, proficiency in an Indigenous language is a powerful marker of identity, and it is clear that where people live play a key role in this regard. A brief conclusion summarizes the main findings and offers some points for further consideration.



The Lanaudière Region

The Lanaudière administrative region covers an area of 12,308 km² and consists of six MRCs: D'Au-tray, L'Assomption, Joliette, Matawinie, Montcalm, and Les Moulins. Fifty-seven (57) municipalities are located there, in addition to an Atikamekw reserve (Manawan) and twelve unincorporated territories. It also includes seven census districts (CDs), as defined by Statistics Canada: Joliette, Berthierville, Rawdon, Repentigny, Saint-Jean-de-Matha, Terrebonne, and Sainte-Julienne. Furthermore, the southwestern part of the territory belongs to the Montreal CMA. Lanaudière had a population of 561,326 in 2025, according to the Institut de la statistique du Québec. Just over one percent of them are Indigenous and Inuit peoples.

The administrative region, as its name suggests, is designed to organize government and quasi-governmental services on the ground. It is a relatively recent creation, having been established in 1987, and it encompasses a wide variety of historical and socioeconomic realities, just as is the case with other administrative regions, including the neighboring Laurentians and the Outaouais. At least three distinct subregions can be found there: in the southwest, the MRC des Moulins is highly urbanized and forms part of the Montreal CMA. To the east and in the center, the area consists mainly of agricultural or industrial zones. To the north, Matawinie, which covers more than three-quarters of the region's area, is primarily focused on tourism and forestry. The Manawan Reserve is located within this area. The population of the MRCs almost always varies inversely with their size. Thus, the MRC des Moulins is the most populous, but its territory is the second smallest, while the population density is low in Matawinie. The marked disparities between these geographic components are reflected in the demographic and socioeconomic data, as we will see in the various sections of this document.

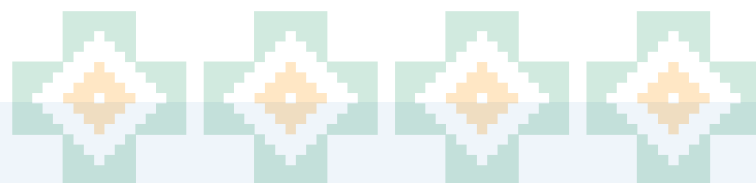
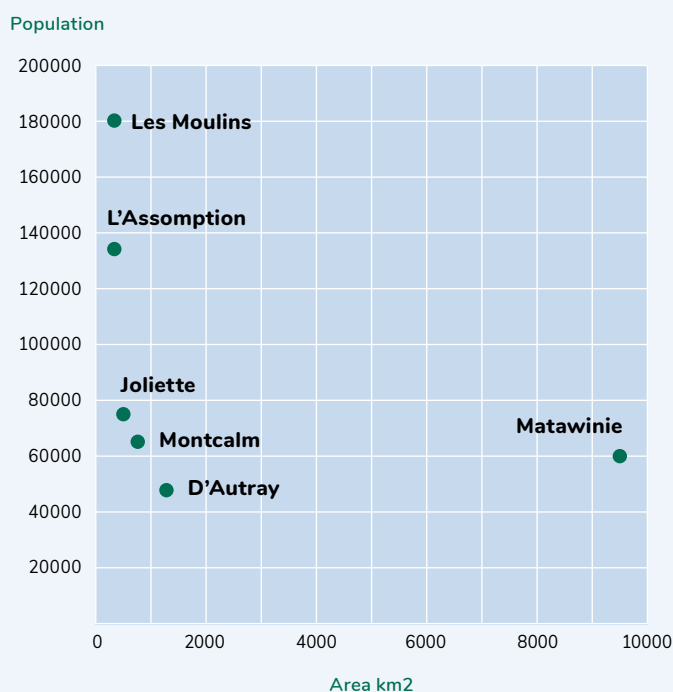


FIGURE 1
AREA AND POPULATION OF THE
LANAUDIÈRE MRCs, 2025



LA RÉGION DE LANAUDIÈRE

25 MIN DE MONTRÉAL

45 MIN DE TROIS-RIVIÈRES

2H DE QUÉBEC



The population of FNI peoples in Lanaudière according to the 2021 census

THE FOLLOWING MAP SHOWS THE REGIONAL DIVISIONS BASED ON THE MRCS



Totale population

The population of Lanaudière stood at 528,598 in 2021, representing 6.2% of Quebec's total population. As for FNI peoples, there were 6,710, including 25 to 30 Inuit (the exact number varies across different census datasets). The regional population grew faster than the provincial population between 2016 and 2021—6.8% versus 4.1%—primarily due to interregional mobility, which favored suburbs and peri-urban areas. Meanwhile, the FNI population reportedly surged by 72.7%, which seems surprising at first glance. As for “registered or treaty Indians,” according to the official designation in the Indian Act, their numbers also rose sharply, from 2,375 to 3,660, an increase of 53.7%.¹ However, the population of Manawan, the only Indian reserve in Lanaudière, declined by 60 people between 2016 and 2021, reaching 2,000 in the most recent census.²

It should be noted that these limited numbers pose analytical challenges, as they can vary considerably from one point in time to another, without a clear explanation being available. Furthermore, a more detailed examination based on certain parameters—such as gender, age, education level, or occupation—sometimes exacerbates the issues of variation beyond what seems plausible. Various strategies can be considered to address these challenges. For example, comparisons are useful: either with other regional groups of FNI, or with the surrounding community that shares certain key characteristics, such as age, educational level, or geographic location. We will frequently use this approach in this document.

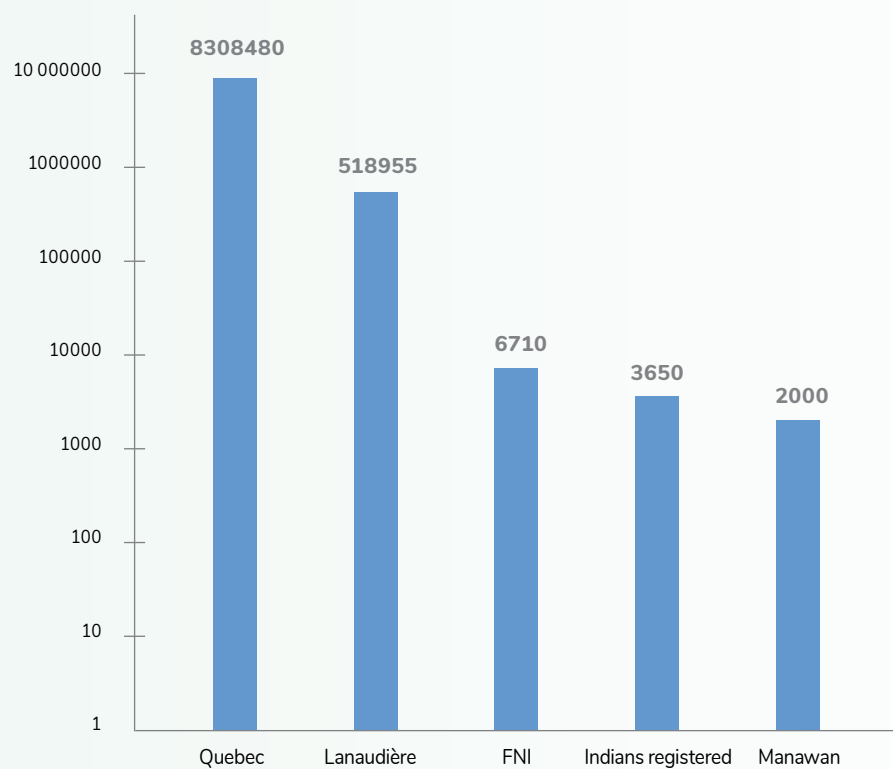
FNIs in Lanaudière accounted for 5.1% of Quebec's FNI population, representing 5.7% of the First Nations population and 0.2% of the Inuit population, which is slightly lower than the overall share of these groups in Quebec. They account for 1.3% of the population of Lanaudière, whereas across Quebec, First Nations members make up 1.6% of residents. First Nations women slightly outnumbered men, at 3,400 compared to 3,310.

¹ The discrepancy between the number of registered Indians and the number of respondents who identify as Indigenous stems from the fact that the census relies on self-reporting, whereas registered Indians are registered by virtue of an administrative act. Over time, a phenomenon of identity migration has been observed: people who did not previously identify as FNI or Indigenous, particularly Métis, have done so in increasing numbers from one census to the next, such that the number of respondents claiming an Indigenous or FNI identity has grown more rapidly than the number of registered or treaty Indians.

² Manawan's situation is not unique. Across Canada, on-reserve populations are growing more slowly or declining, while Indigenous peoples—whether or not they are registered on the federal Indian Register—are growing rapidly. Several factors are at play, including opportunities for employment and advanced education, access to health care and other social services, the limited size of the community's territory, and the availability of housing within it.



FIGURE 2
POPULATION ACCORDING TO THE 2021 CENSUS¹



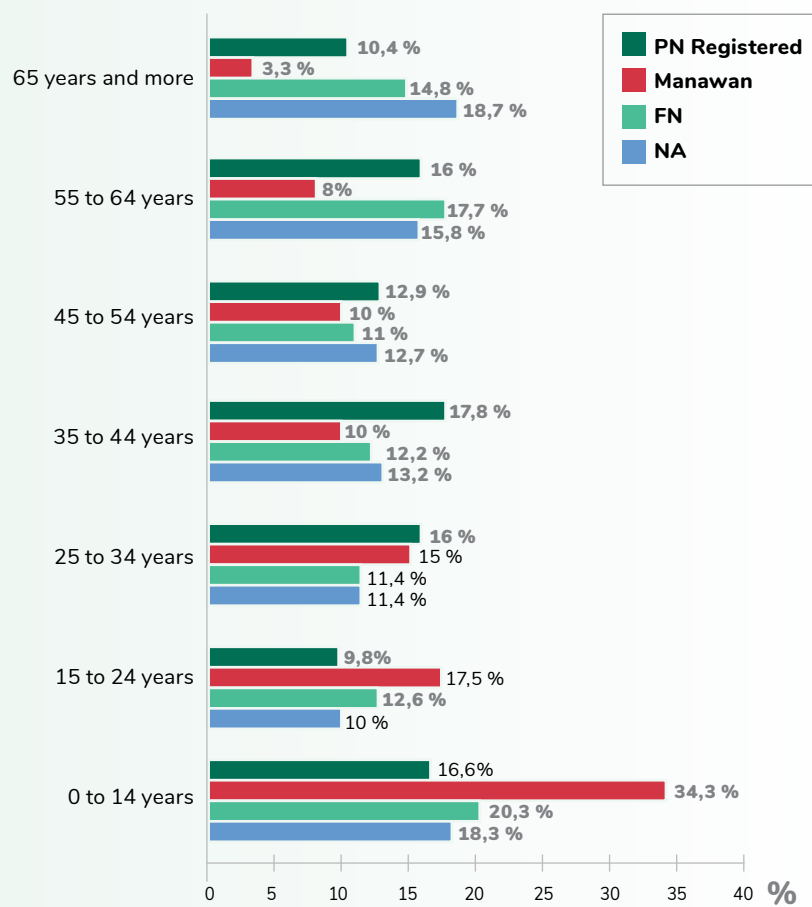
Source: Statistics Canada, 2021 Census Profiles¹ we used a semi-logarithmic scale, given the magnitude of the figures involved. Thus, Quebec is below the 10-million mark, Lanaudière below the 1-million mark, and the FNI above the 1,000 mark and below the 10,000 marks.

The Age Distribution of FNI

The FNI people in Lanaudière are younger than non-Indigenous people (NIP), as is the case elsewhere in Quebec. Children under the age of fifteen account for 20.3% of FNI, compared to 18.3% of the Lanaudière population, while those over sixty-five make up 14.8% of FNI and 18.7% of the Lanaudière population. Up to age twenty-five, the FNI have a higher relative population, and the opposite is true starting at age thirty-five.

The differences are much more pronounced when comparing Manawan to both the FNI group and the regional population. More than a third of the people on the reserve are under fifteen, and more than half are under twenty-five, while barely 3.3% are over sixty-five. In fact, when Manawan is excluded from the regional profile of First Nations peoples, those who are registered or treaty Indians more closely resemble the Lanaudière population in terms of the age pyramid, while remaining younger overall. One-sixth of them (16.6%) are under fifteen, nearly 10% (9.8%) are between fifteen and twenty-four, but 10.4% are over 65, a percentage three times higher than that of Manawan.

FIGURE 3
AGE GROUPS: NA, MANAWAN FIRST NATION,
AND REGISTERED FIRST NATION MEMBERS¹, 2021



The median age was 42 in Quebec in 2021 and 37.2 for Indigenous peoples. In the case of Lanaudière, it was slightly higher at 39.2 for Indigenous peoples and 42.4 for the regional population. However, it stood at 27.3 in Manawan, which is roughly in line with what is observed across all FNI communities in the province, where the proportion of very young people is high, and that of older people much lower than elsewhere. These differences affect all other socioeconomic indicators, including education, labor force participation, and per capita income.

Source: Statistics Canada, Census Profiles.

1 NA: not Aboriginal; FN: First Nations; registered First Nations members from 5 MRCs, excluding Matawinie. Given the small number of Inuit, only First Nations members are included here.



Population projections

There are no separate population projections for the FNI in Lanaudière. According to the ISQ, the population of Lanaudière is expected to peak around 2035, reaching 600,000 under the baseline scenario. This represents a larger increase than that of Quebec. As for the FNI, their provincial growth rate is expected to be higher, at approximately 30% by 2041, compared to 11% for Quebec and 16% for the region. There is also a projection for municipalities, including Manawan, which is expected to grow by nearly 500 people by 2041 under the ISQ's baseline scenario—a 25% increase. Note that this forecast differs from what has been observed in recent years, during which the reserve's population has declined. In any case, if all these projections prove accurate, the number of Indigenous people in Lanaudière is expected to increase much more moderately than what was observed between the last two Canadian censuses, while still outpacing the growth of the rest of the population.

Schooling

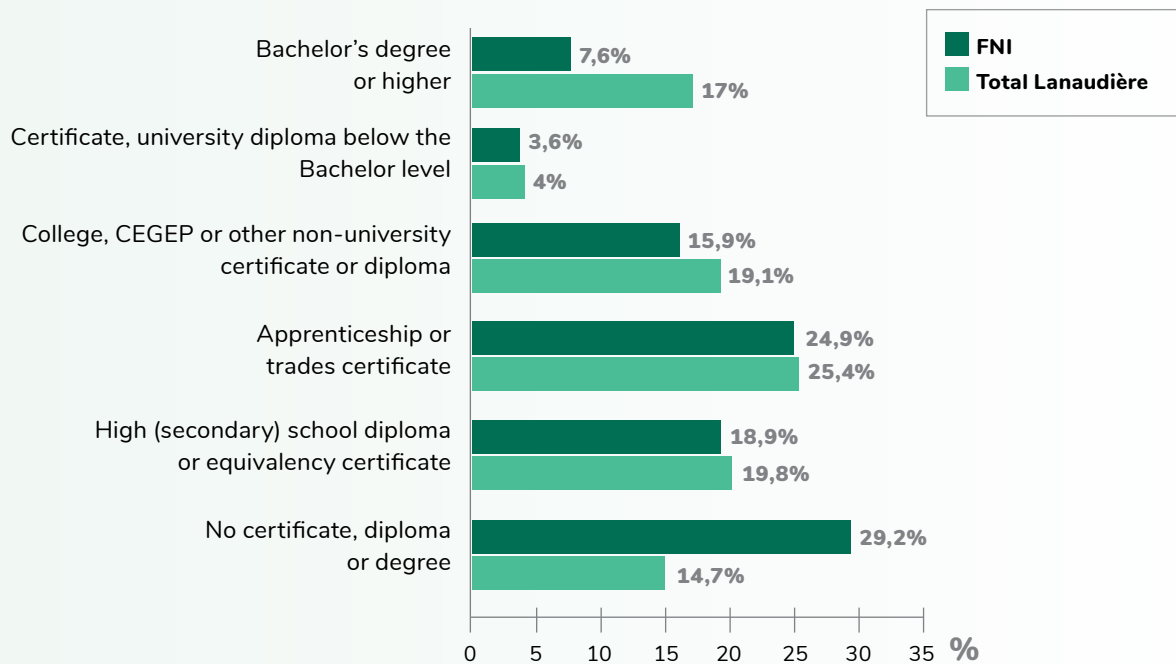
Schooling, along with location, is one of the two major determinants of employment and income. In this regard, FNI residents lag behind their fellow citizens. This gap has been gradually closing over the past few decades, but it is a slow process.

We focus on the 25- to 64-year-old cohort because it is both the most likely to have completed its education and the most active in the labor market; this is why we have selected it for analysis. In 2021, FNI residents without a certificate or diploma were proportionally twice as numerous (29.2%) as Lanaudière residents in general (14.7%). Conversely, they were less than half as likely (7.6% versus 17%) to hold a university degree.

This situation largely mirrors what is observed across Quebec as a whole. We will examine further how this affects labor force participation and income.

As a group, the FNI people of Lanaudière are at a significant educational disadvantage. However, there are significant differences depending on status (Registered or Treaty), whether they live on or off a reserve, and whether they live within or outside the metropolitan area. Age and gender are two other variables that also have a noticeable impact.

FIGURE 4
EDUCATIONAL ATTAINMENT BY DEGREE, AGES 25–64, 2021



Source: Statistics Canada, Census Profiles

Schooling by Place of Residence

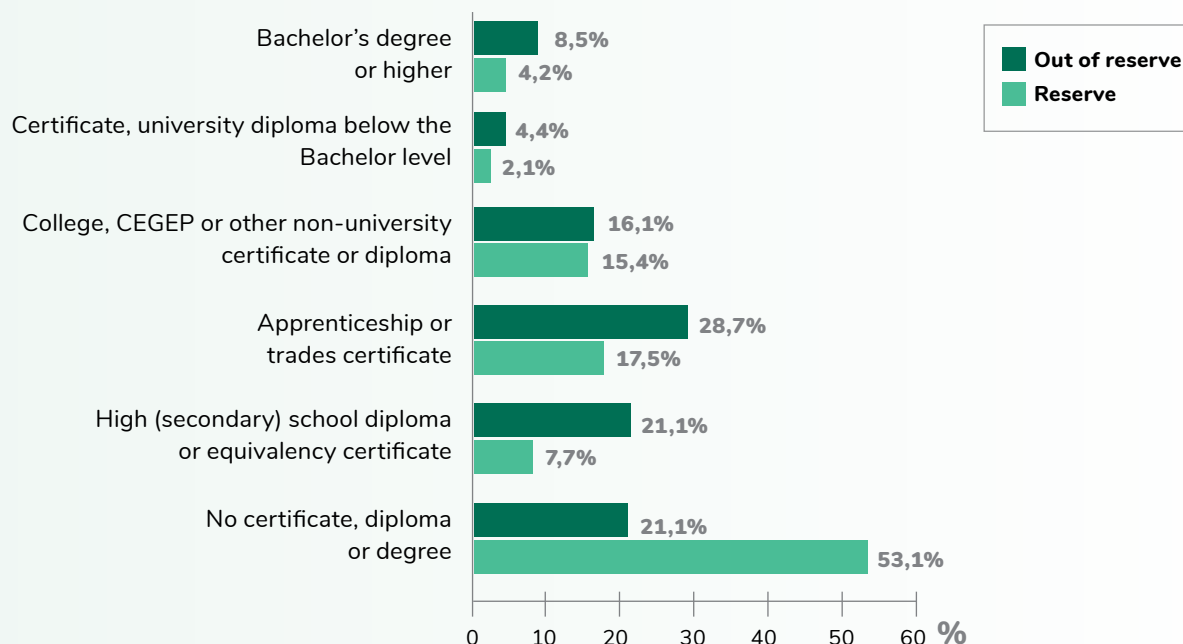
Geographic location is strongly correlated with educational attainment. Indigenous people in Matawinie, which includes Manawan, have significantly lower educational attainment than those living further south, closer to urban areas, or within them. Thus, FNI in L'Assomption and Les Moulins were proportionally three times less likely than those in Matawinie to lack a certificate or diploma, and they were about four times more likely to hold a university degree. As a general rule, the greater the distance from the Montreal RMR, the lower the educational attainment among FNI, but also among the regional population. Again, this situation is not unique to Lanaudière, as it is found elsewhere in Quebec or Canada. Nevertheless, variations between

MRCs are less pronounced in the general population than among FNI. For example, 20.1% of residents in Matawinie had no diploma, compared to 11.2% of those in Les Moulins or L'Assomption. Thus, even though there are regional disparities in education for everyone, the phenomenon is clearly more pronounced among FNI.

Whether living on or off reserve is another important factor affecting the educational attainment of First Nations people in Lanaudière. Among those aged 25 to 54, 53.1% of those living on reserve had no formal education, compared with 21.1% of those living off reserve. Conversely, the proportion of individuals with a university degree was twice as high off-reserve (8.5% versus 4.2%). Living on-reserve is also synonymous with being distant from major population centres and access to higher education. However, even secondary-level schooling is extremely low in Manawan.

FIGURE 5

EDUCATION LEVEL AND RESIDENCE ON OR OFF RESERVES, FNI AGED 25 TO 54, LANAUDIÈRE, 2021¹



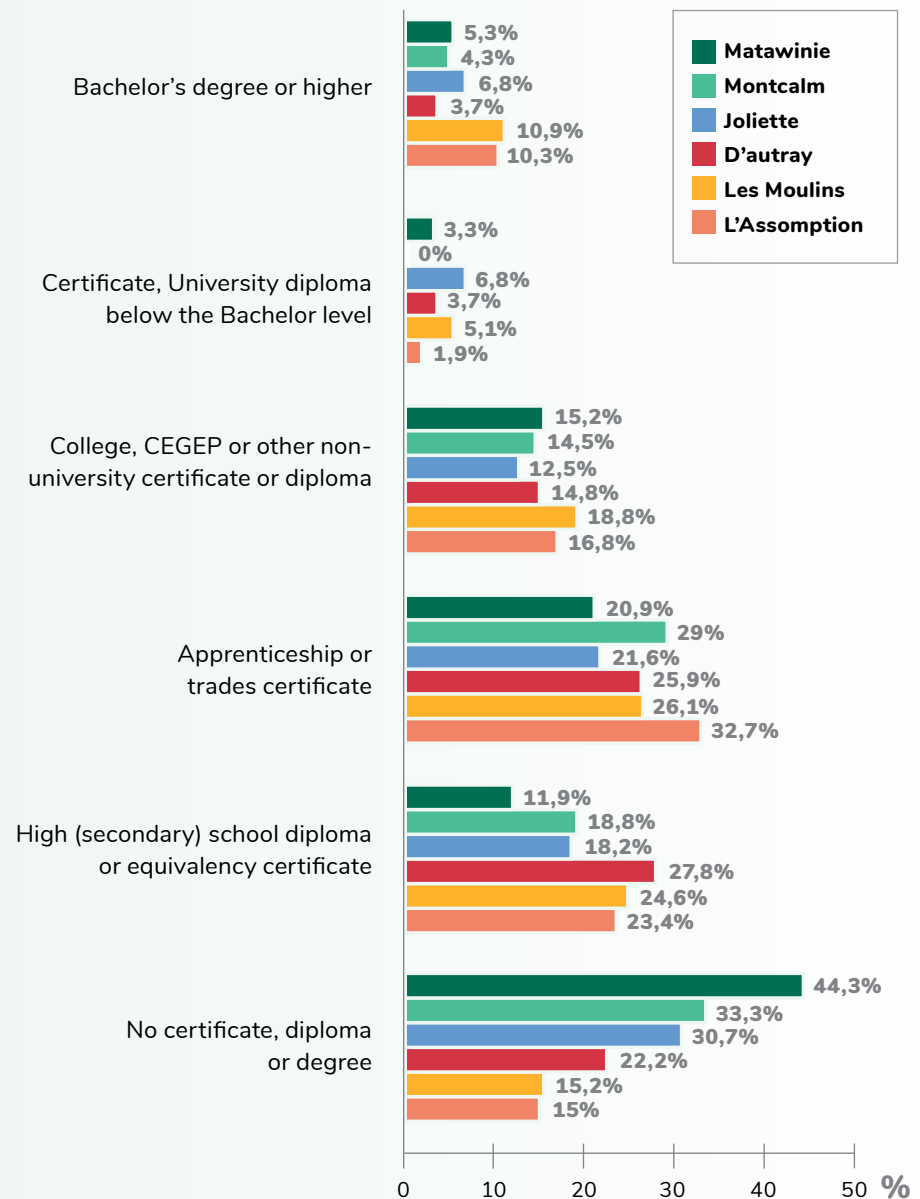
Source: Statistics Canada, CO-2391 file, Table A14, special EQ request

¹the 25–54 age group is the one used in the file.

The influence of the MRC of residence is also clearly evident in Figure 6. The FNI residents of MRCs further south and west—and thus closer to Montreal—are more likely to have a degree, while those in Matawinie are much more likely to have no formal education.



FIGURE 6:
**EDUCATIONAL ATTAINMENT BY DEGREE,
FNI AGED 25–64, BY MRC, 2021**



Source: Statistics Canada, Census Profiles

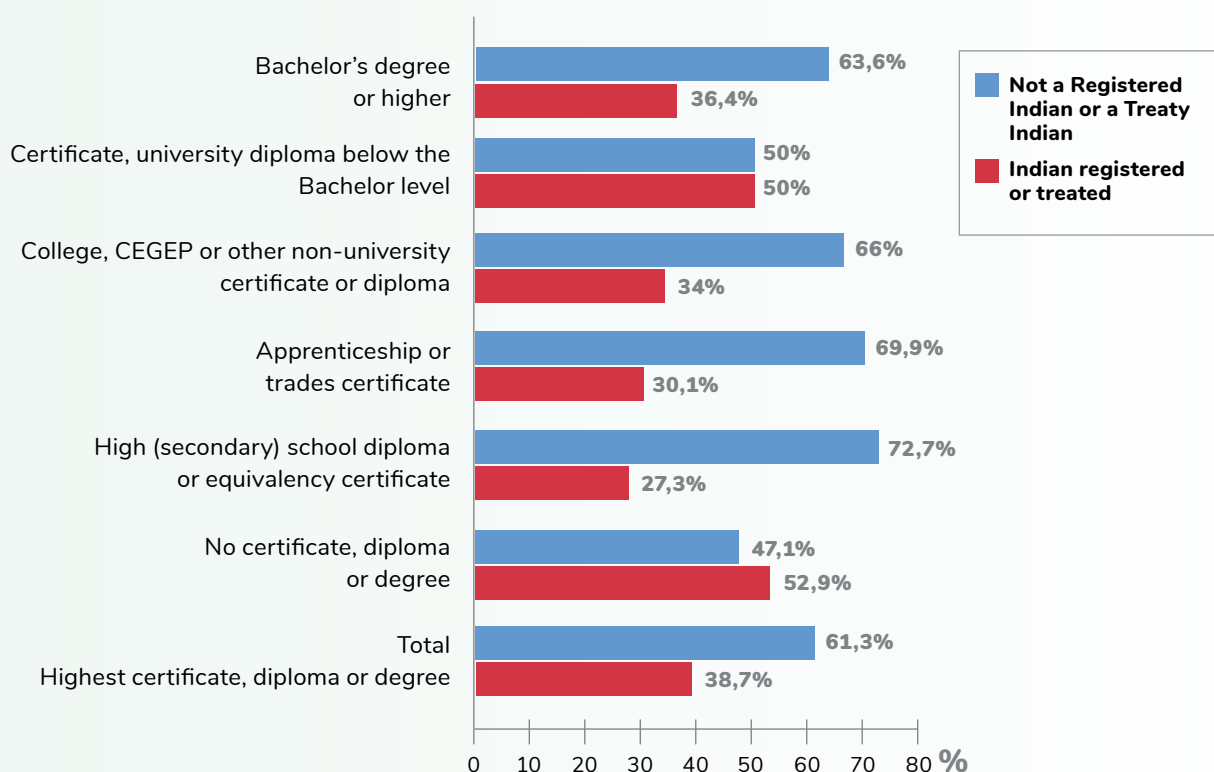
Education Based on Indian Status or Treaty Status

Registered or treaty Indian status is also strongly correlated with school enrollment in Lanaudière. This is largely due to the fact that more than two-thirds of these individuals aged 15 and older live in the Matawinie MRC, particularly in Manawan.

Status and residence go hand in hand with lower school enrollment. Overall, Registered or treaty Indians aged 15 and older account for just under 40% of the region's FNI (38.7%), but for 52.9% of those without a diploma, approximately one-quarter of those with a high school diploma (27.3%), and just over one-third of university graduates (36.4%). They are therefore overrepresented at the lower levels and underrepresented at the higher levels.

FIGURE 7

SCHOOL ENROLLMENT BY REGISTERED OR TREATY INDIAN STATUS, BREAKDOWN BY STATUS, LANAUDIÈRE, 2021

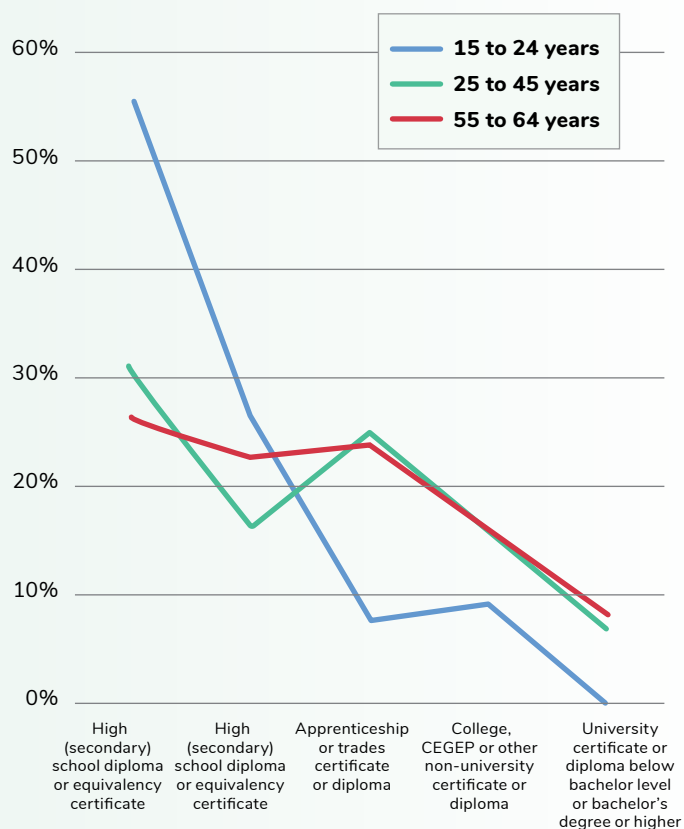


Source: Statistics Canada, file CO-2391, Table 14A, special EQ request.

Schooling by Age

Schooling by age evolves in two distinct—and in some ways opposing—ways. The census measures it for those aged 15 and older. However, younger people often have fewer years of schooling because they have not yet completed their academic journey. Conversely, older people also often have fewer years of schooling, due to the fact that the collective process of schooling began late in Quebec and that it takes time to catch up with societies that are more advanced in this regard. This situation is even more evident among Indigenous populations.

FIGURE 8
GRADUATION RATES BY AGE, FNI OF
LANAUDIÈRE, 2021



Source: Statistics Canada, Census Profiles

The percentage of FNI youth without a diploma is very high in Lanaudière. This is because more than three-quarters of the people in this group living in Matawinie are in this situation. They also make up the vast majority—more than four-fifths—of FNI youth in the region.

People aged 25 to 54, who form the core of the labor market, also have low educational attainment, as 31.2% have no formal education, and 16.7% have only a high school diploma—a lower rate than that of those aged 55 to 64. People aged 25 to 34 have lower educational attainment than those aged 35 to 44 and 45 to 54. There therefore appears to be a particularly acute challenge among FNI members under the age of 35 in the region.

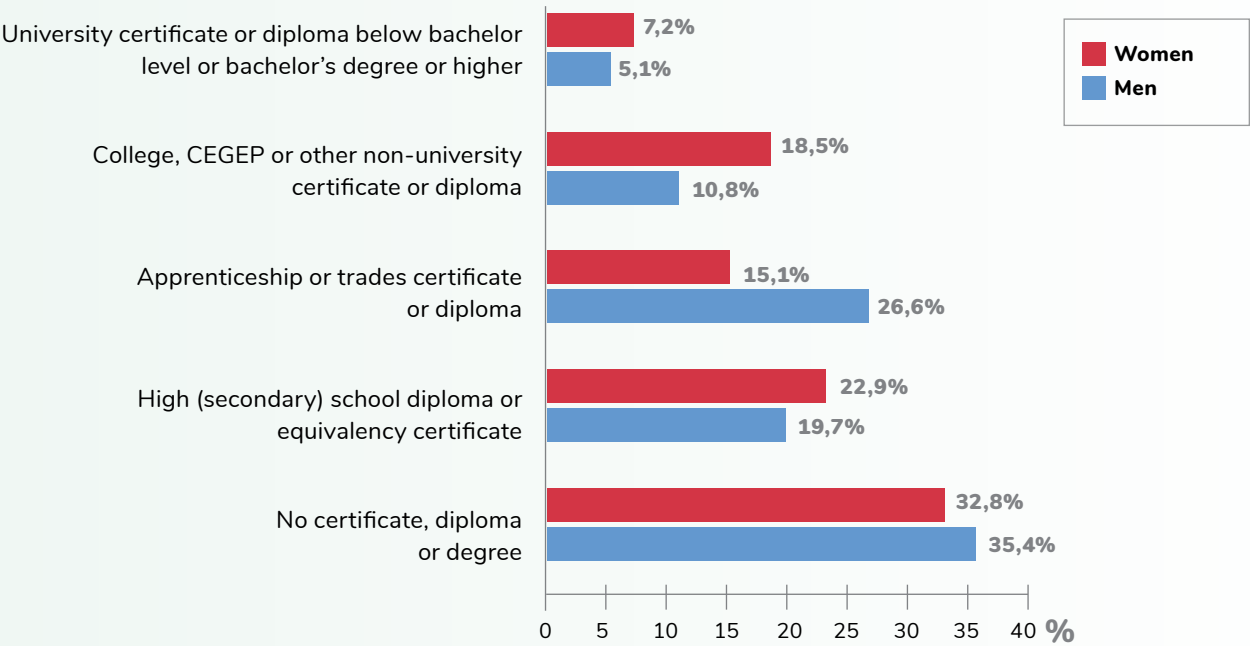
FNI residents in Lanaudière under the age of 55 are more likely to lack a diploma than FNI residents in the province as a whole. This is also true at the high school and college levels. However, among those aged 25 to 54, they are more likely to hold a university degree (3.9% versus 3.2%). The disparities are therefore greater than in Quebec as a whole.

Education by Gender

As is increasingly the case in the general population, and even more so among the FNI, women are better educated than their male counterparts in the region. This is true starting at the high school level, with the exception of certificates or diplomas from apprenticeship or trade schools. Nearly twice as many women as men among the FNI hold college degrees. At

the university level, the relative gap of 2.1 percentage points represents a 40% difference. However, FNI women, just like men, are less than half as likely to hold a university degree in the region compared to their fellow citizens: 16% of women in Lanaudière have this level of education, compared to 11.4% of men.

FIGURE 9
SCHOOL ENROLLMENT BY GENDER, FNI DE LANAUDIÈRE, 2021



Source: Statistics Canada, Census Profiles



The labor market

We will first present key indicators on the working-age population, the labor force, employment, and unemployment for the region's FNI, and then we will examine the same variables as those used for educational attainment, in order to provide a more detailed description of the situation for these individuals.

It is important to note a few significant limitations of this analysis. First, the questions were asked of a sample comprising 25% of respondents, which affects the robustness of the results when they pertain to a small population, as is the case here. Second, even under ideal circumstances, the picture obtained is a snapshot taken at a specific point in time. Even though we can compare five-year census data, prevailing economic conditions may differ from one point in time to another, without this necessarily indicating that long-term trends have changed. Finally, the 2021 census took place during the COVID-19 pandemic, which significantly affected labor force participation as well as people's incomes. We will nevertheless attempt to make sense of the data as clearly as possible under these conditions.

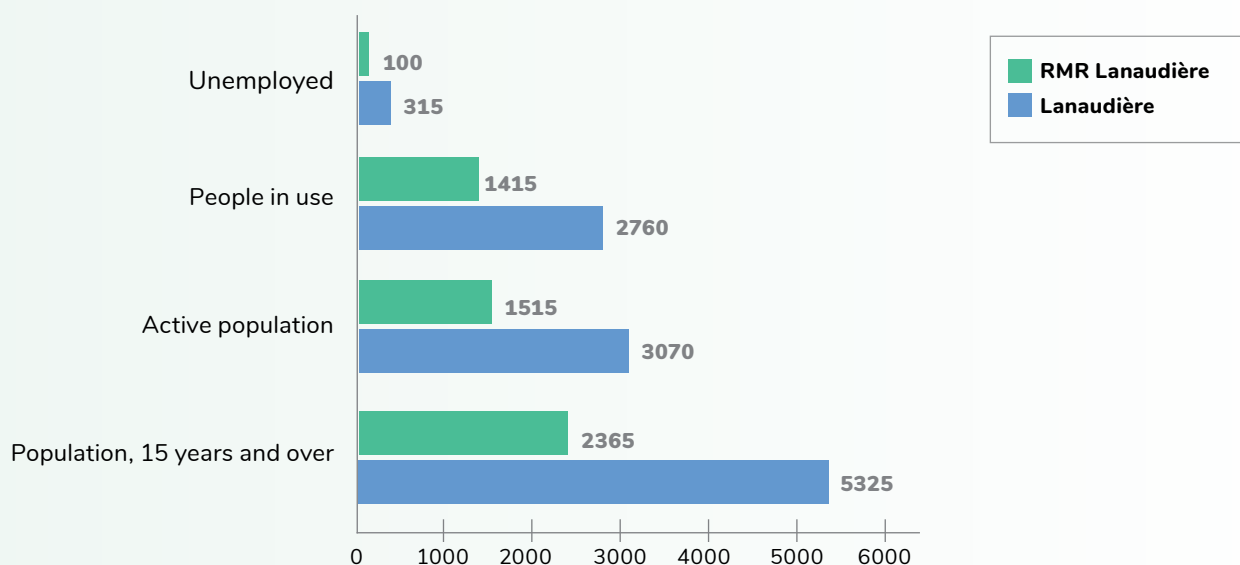
Key labor market indicators

Statistics Canada considers individuals aged 15 and older to be of working age, with no upper age limit. Figure 10 presents these data for all FNI in Lanaudière, as well as for the subgroup located in the Montreal CMA. Approximately 44% of FNI live in the metropolitan part of the region. They account for nearly 50% of the FNI population and slightly more than half of those who are

employed. However, they represent only about 30% of the unemployed. The labour market attachment of FNI is therefore higher in the section belonging to the CMA, as is the case for the general population. This translates into higher labour force participation and employment rates and a lower unemployment rate.

FIGURE 10

KEY LABOR MARKET INDICATORS, FNI DE LANAUDIÈRE, 2021



Source: Statistics Canada, file CO-2391, Table 14D, special EQ request.

The indicators for metropolitan FNI differ little from those for all residents of Lanaudière: the labor force participation rate of 64.1% is identical, and the employment rate is slightly lower by 0.2 percentage points, at 59.8%. The latter is eight percentage points higher than that of FNI across the entire region. When considering only FNI residents outside the CMA, their employment rate of 45.4% is more than 15 percentage points lower than that of FNI residents within the CMA. For all Lanaudière residents, those in the CMA have an employment rate 11.4 percentage points higher than that of their fellow residents outside Greater Montreal. There is thus a marked contrast between residents of the metropolitan area and other Lanaudière, whether FNI or not. Matawinie is the MRC whose residents participate least in the labour market. The labour force participation rate is 52.5% (49.9% for FNI), and the employment rate is 47.7% (42.3% for FNI). We place less emphasis on unemployment data, as they are more volatile due to the small sample sizes involved. It should be noted that for the region as a whole, FNI residents have an unemployment rate of 8%, while it is 6.3% for all Lanaudière residents. Within the CMA portion, these rates are 5.8% and 6.2%, respectively.

Overall, FNI individuals are therefore less likely to be in the labor market or employed, and they are more likely to be unemployed. Geographic location, however, plays a significant role, with proximity to Montreal having a positive impact on all indicators.

The labor market situation by status as a Registered Indian or Treaty Indian

Registered or treaty-bound Indigenous people participate less in the labor market and are employed in smaller numbers, yet their unemployment rate is higher than that of non-registered Indigenous people. This is linked to both their lower levels of education and their greater distance from Montreal.

FIGURE 11

LABOR MARKET SITUATION BY EMPLOYMENT STATUS, FNI, LANAUDIÈRE, 2021



Source: Statistics Canada, file 98100425.iwt



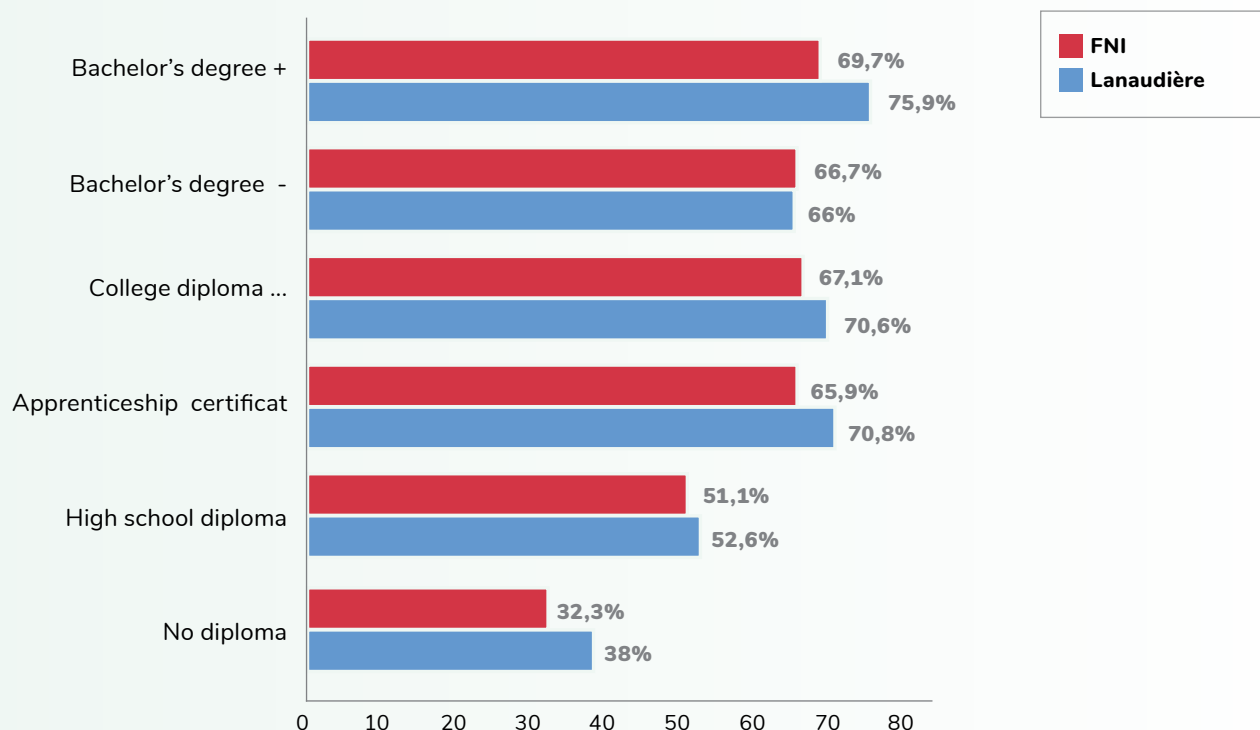
Education and Employment

FNI residents in Lanaudière participate more in the labor market when they are enrolled in school. In this regard, their behavior does not differ from that of the rest of the regional or Quebec population. However, employment rates are lower at every educational level, with the exception of the small number who hold a university certificate below the bachelor's degree. The differences are modest, however, except for those without a diploma, who are numerous in Manawan and Matawinie. Education, combined with location, serves as an explanatory factor for labor force participation and employment rates.

The relationship between employment, education, and gender is also an important aspect of the reality facing FNI residents in Lanaudière. Among those without a diploma, 42.2% of men are employed, compared to 22.4% of women. This gap narrows as educational attainment increases. 69.6% of men with a university degree are employed, compared to 63.3% of women with the same degree. This is further evidence of the greater return on education for women, as men have greater access to available, well-paying jobs in construction or other fields, which do not always require college or university-level education.

FIGURE 12

EMPLOYMENT RATE BY EDUCATIONAL LEVEL, LANAUDIÈRE, 2021¹



Source: Statistics Canada, file 98100425.ivt.

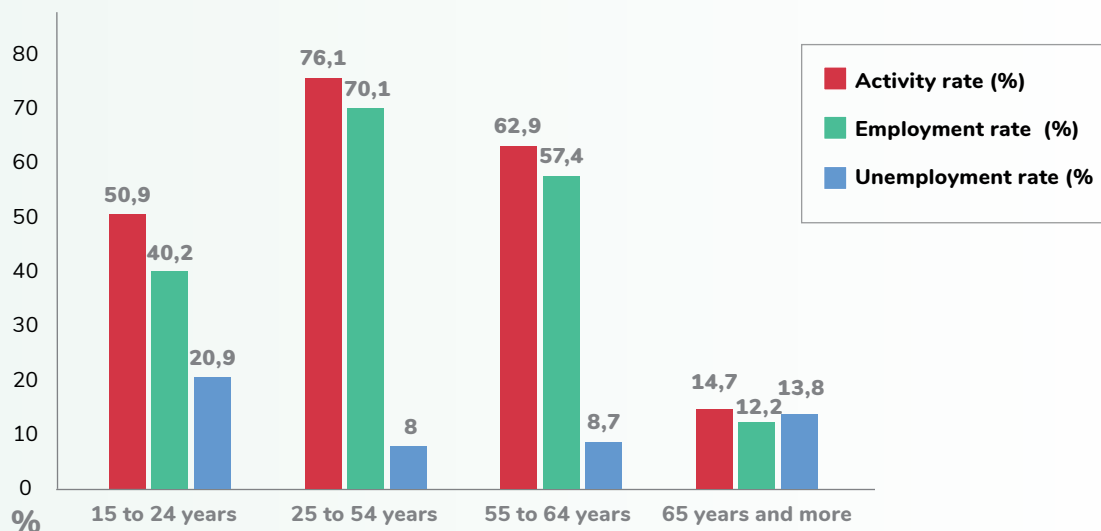
¹ the complete classifications for educational credentials are as follows: no certificate, diploma, or degree; High school diploma or certificate of equivalency; certificate or diploma from an apprenticeship or trade school; certificate or diploma from a college, CEGEP, or other non-university institution; university certificate or diploma below the bachelor's level; bachelor's degree or higher.

Age and labor force participation

Like education, age is a key factor in labor force participation. Young people aged 15 to 24 constitute a major group with low labor force participation, mainly because they are often still in school. Participation is usually highest among those aged 25 to 54; however, older adults, aged 55 to 64, have tended to increase their participation in recent years. After age 65, participation declines rapidly. The question, therefore, is how the behavior of FNI differs from that of their regional counterparts.

FIGURE 13

LABOR FORCE PARTICIPATION BY AGE, LANAUDIÈRE, 2021

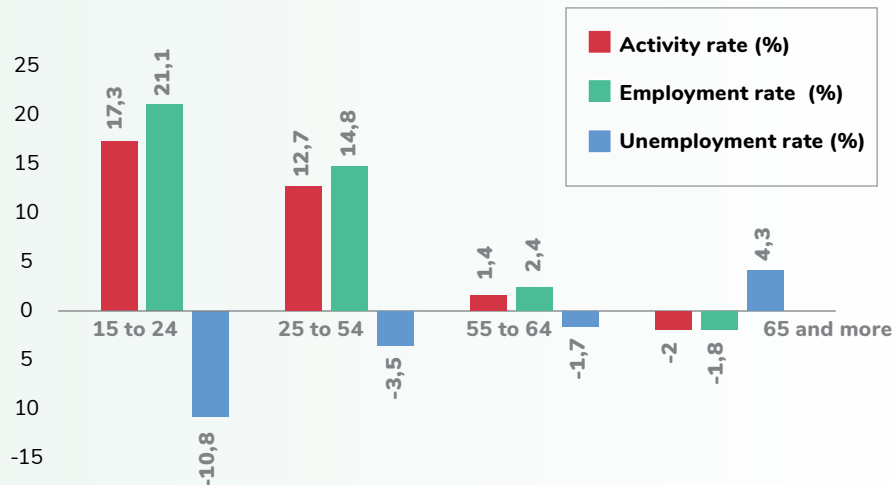


Source: Statistics Canada, file CO-2396, able 14 B. Special compilation for Emploi-Québec

Compared to other residents of Lanaudière, FNI members of all ages have lower labor force participation and employment rates, and a higher unemployment rate, except among those aged 65 and older, where the opposite is true. In fact, the gap is widest among those under 25, and it gradually narrows thereafter.

FIGURE 14

LABOR MARKET RATE DIFFERENCES BETWEEN LANAUDOIS AND FNI, 2021



Source: Statistics Canada, file CO-2396, Table 14 B. Special compilation for Emploi-Québec

This difference in labor market outcomes by age between FNI and NA is also observed elsewhere in Quebec, particularly in the Outaouais and Northern Quebec. Education and the composition of economic activity are undoubtedly among the possible explanations. For example, young people tend to work extensively in industries such as retail trade or accommodation and food services, where they hold transitional or entry-level jobs, and these jobs are more common in CMAs or medium-sized cities than in small

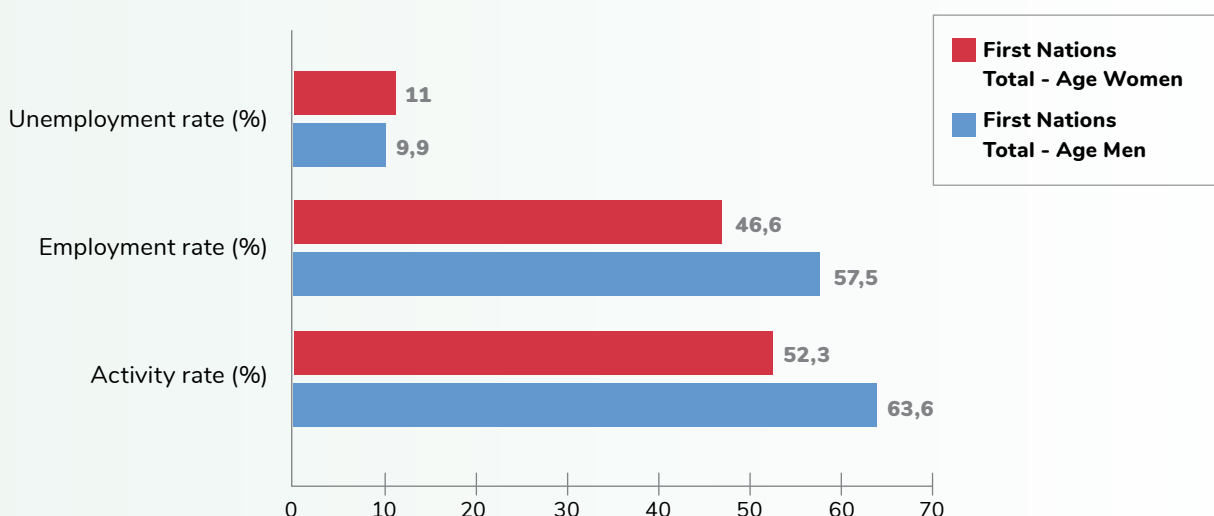
towns or on reserves. As for the more sustained labor market participation of older FNI, it can be assumed that the absence or weakness of individual or collective retirement savings is more pronounced among them, thereby forcing them to extend their working lives or seek employment income for longer. Other explanations may also be at play, including the continuation of traditional activities, which are primarily carried out by older adults, particularly in Indigenous communities.

Labor force participation by gender

The labor force participation rate among FNI women is low in Lanaudière. The gap with men is significant and considerably wider than that between men and women in Lanaudière. As with age, the structure of economic activity and employment likely plays a role in this lower labor force participation among FNI women. In their case, jobs typically held by women in health care, education, social services, as well as in retail trade and accommodation and food services, are less common in the outlying MRCs compared to Montreal, particularly in Matawinie and the Manawan Reserve.

FIGURE 15

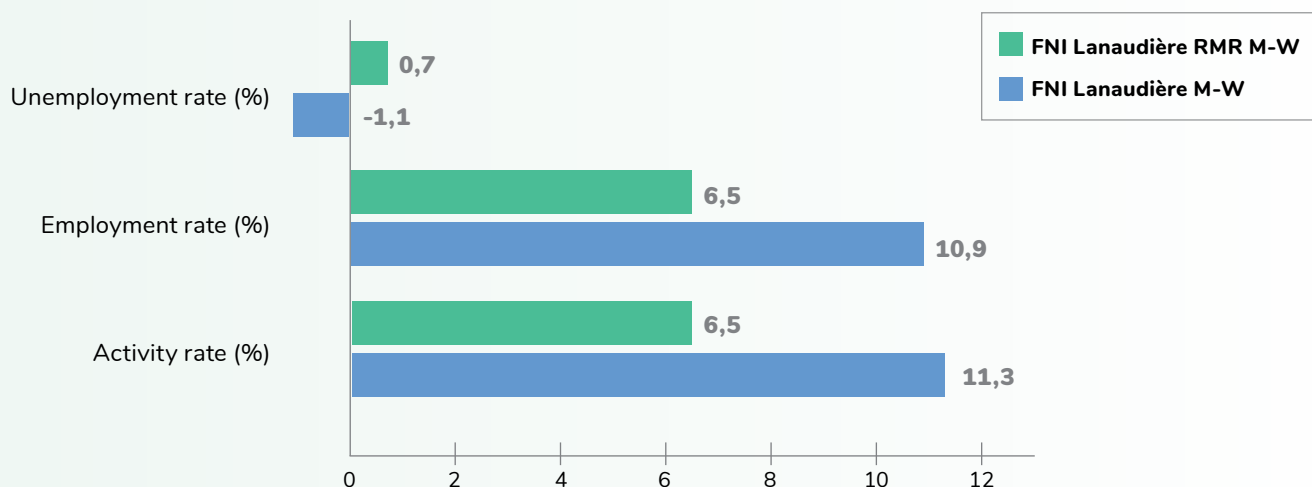
LABOR MARKET PARTICIPATION AMONG FNI BY GENDER, LANAUDIÈRE, 2021



Source: Statistics Canada, file CO-2396, Table 14 B. Special compilation for Emploi-Québec

In fact, FNI women living in the CMA portion of the region have significantly higher labor force participation and employment rates than their counterparts outside the CMA, and the gaps observed compared to men are smaller. Age and educational attainment, as well as better employment opportunities across a wider range of industries and occupations, further benefit FNI women in the Lanaudière CMA portion compared to their male counterparts. Although their labor force participation and employment rates remain lower, their unemployment rate is 1.1 percentage points lower than that of men.

FIGURE 16
GENDER GAP IN LABOR FORCE PARTICIPATION, LANAUDIÈRE, 2021



Source: Statistics Canada, file CO-2396, Table 14 B. Special compilation for Emploi-Québec

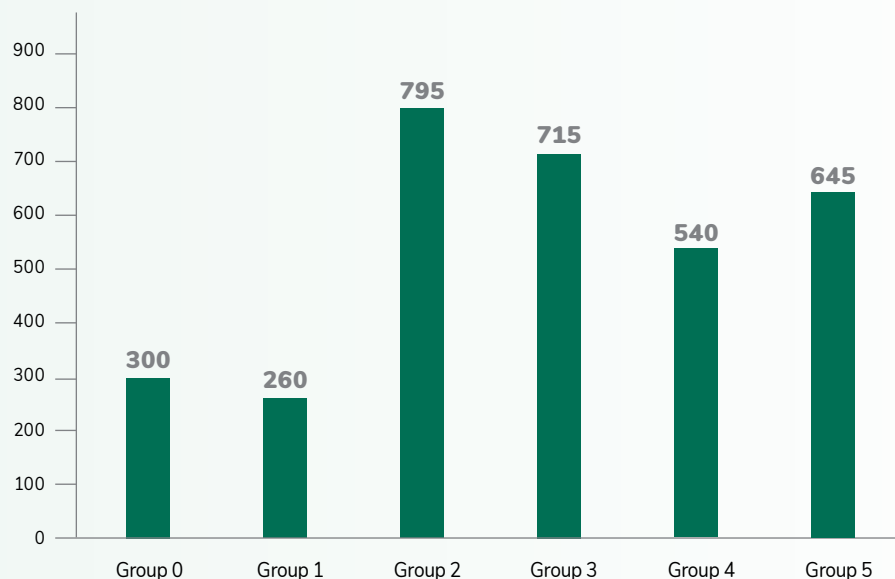
Employment by occupation and industry

Given the small size of the population and the sample of respondents, it is necessary to group occupational categories together in order to obtain a more reliable picture of the census data regarding the FNI in Lanaudière. A file containing a special request made by Emploi-Québec is based on six categories, numbered 0 through 5, in which length of education is the primary classification criterion, except in the case of management, where experience often plays an important role.³

³ Category 0 includes senior and middle management (NOC 10, 20, 30, 40, 50, 60, 70, 80, 90). Category 1 includes professionals in finance and business, natural and applied sciences, health and social services, law, education, government services, social services, public safety, and arts and culture (NOC 11, 21, 31, 41, 51). The third group comprises technical staff in these fields, as well as supervisors, controllers, or foremen in retail sales, specialized services, technical trades, transportation, natural resources, agriculture, processing, manufacturing, and public utilities (NOC 12, 22, 32, 42, 52, 62, 72, 82, 92). Administrative or support staff for certain occupational groups constitute the fourth group (NOC 13, 33, 43, 53, 63, 73, 83, 93). Administrative support staff not included in the previous group make up the fifth group. This group also includes healthcare providers, sales representatives, mail carriers, drivers, workers in natural resource extraction and agriculture, machine operators, assemblers, and inspectors in the processing, manufacturing, and printing sectors (NOC 14, 44, 54, 64, 74, 84, 94). The final group consists of various occupations, including school crossing guards and supervisors, sales support staff, unskilled laborers, and manual laborers in agriculture, processing, or other activities (NOC 45, 65, 75, 85, 95).

FIGURE 17

OCCUPATIONAL BREAKDOWN, FNI DE LANAUDIÈRE, 2021¹



Source: Statistics Canada, CO-2444, Table 14D – Population aged 15 and over living in private households, by labour market status (6), sex (3), Indigenous status (9), and selected occupational and sectoral characteristics.

¹ of the 5,325 employed persons, only 3,255 specified their occupation

Groups 2 and 3 dominate. They comprise workers with intermediate qualifications, at least in terms of educational attainment, which is a very rough approximation in this regard. However, as we will see later, income is closely linked to this factor. FNI residents are less represented than the rest of Lanaudière residents in groups 0 and 1, especially in the latter, which covers professionals (8% versus 13.5%). Conversely, they are overrepresented in groups 4 and 5, and even more so in the latter (19.8% versus 16.4% of respondents to this census question).

As for the industrial breakdown of employment, FNI residents are relatively numerous in health care and social assistance, retail trade, construction, public administration, and manufacturing. They are less numerous in finance and insurance, arts and

entertainment, and a few other sectors. By comparison, they are overrepresented in public administration (10% versus 5.2% for residents of Lanaudière), as well as in accommodation and food services (6.2% versus 5.2%). They are less active in media and cultural industries, real estate and rental services (0.8% versus 1.3% in both cases), professional and technical services (3.7% versus 5.2%), and especially in finance and insurance (1.8% versus 3.1%). The significant share of employment in public administration is a constant feature of reserves in Quebec and Canada, and this holds true in Lanaudière. The scarcity of private-sector jobs and economic activity is a direct consequence of this. FNI are more prevalent in social services than in healthcare. Based on the limited data provided by the census on this subject, they tend to hold technical or support positions in healthcare.

FIGURE 18

EMPLOYMENT BY INDUSTRY, FNI DE LANAUDIÈRE, 2021¹



Source: Statistics Canada, CO-2444 Table 14D – Population aged 15 and over in private households by labour force status (6), gender (3), Indigenous identity (9), and selected occupational and industry characteristics.

¹ of 5,325 employed persons, only 3,250 identified an industry to which they belonged.



Revenue from Lanaudière's FNI

Income is a multidimensional variable. While individual income is often the focus of studies, household income is sometimes more relevant when it comes to assessing living standards. Monetary income is usually the one used, primarily because market exchange is the dominant mode in our societies and is easier to measure, but income in kind or in the form of public goods and services can be a determining factor in quality of life. Even when focusing solely on individual income, it can be analyzed before or after taxes, or by source, such as employment or social transfers. New challenges arise, and further decisions are necessary to conduct a thorough examination of the issue, including the cost of living, which can vary considerably from one place to another and affects the purchasing power of monetary income. Thus, housing may be more expensive in metropolitan areas, but transportation costs are sometimes higher in the suburbs.⁴ We will therefore focus on just a few aspects here, emphasizing that this is merely an overview. The information used comes primarily from a special request for data from the 2021 census.

⁴ Couturier, Eve-Lyne, "A Livable Income in 2025: Housing Remains Central to Escaping Poverty." Institute for Socioeconomic Research and Information, April 30, 2025.

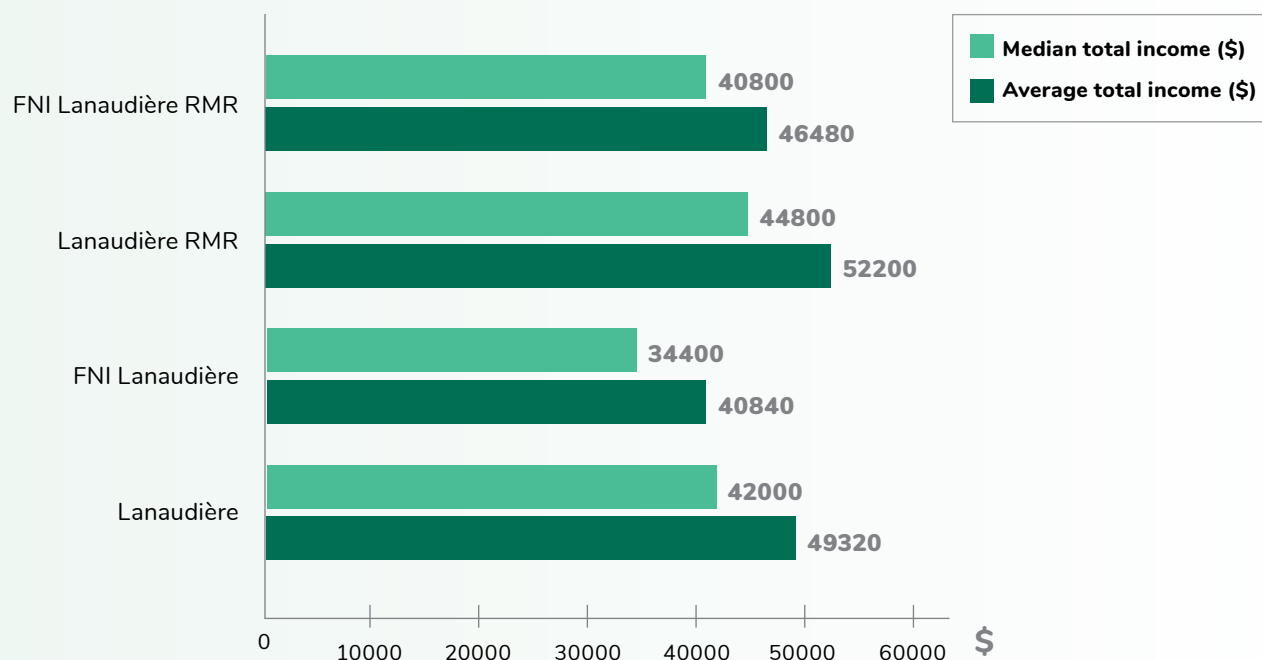
Total individual income before taxes

Whether we consider average monetary income or median income, that of the FNI in Lanaudière is lower than the regional average. Average income, which is heavily skewed upward by extreme earnings, is \$8,480 lower, while median income—which is more representative of the circumstances of the majority of the population—is \$7,560 lower. For their part, the FNI in the metropolitan area have an average income that is \$5,640 higher than that of all FNI in the region, but \$5,720 lower than that of metropolitan Lanaudière residents.

The FNI in Lanaudière also had an income that was \$3,200 lower than that of all FNI in Quebec in 2020, but the FNI in the Lanaudière CMA had an income that was \$2,400 higher. Residents of Manawan, in particular, have an average income of \$32,100 and a median income of \$27,200. The Atikamekw, in fact, rank last among Quebec's eleven First Nations and Inuit communities in terms of income. It appears that place of residence plays a significant role in determining individuals' position on the income scale. This observation applies to all residents of Lanaudière. However, the gap is wider for First Nations and Inuit, hence the advantage of living in the CMA—at least from a strictly monetary perspective, which, let us remember, is only one aspect of well-being.

FIGURE 19

AVERAGE AND MEDIAN INCOMES OF LANAUDOIS, FNI AND NA, 2020



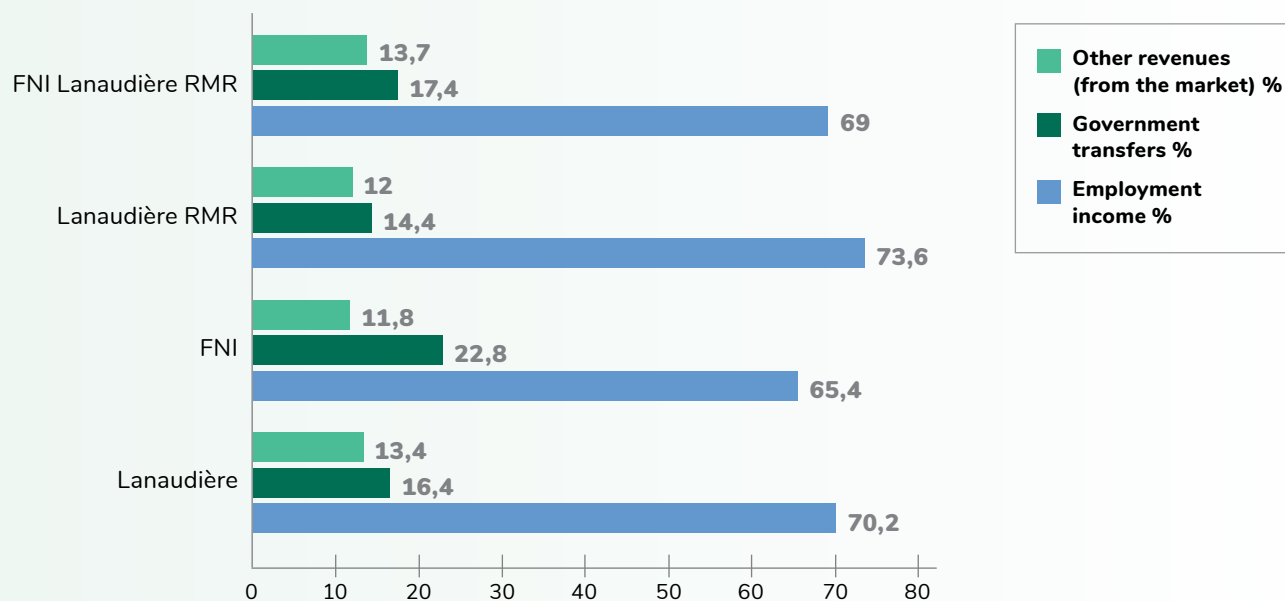
Source: Statistics Canada, file CO-2444, Table 14 C. Special compilation for Emploi-Québec

The composition of income

The census identifies three sources of income: employment income, government transfers, and other market income, which includes pensions, interest, and various other sources. Statistics Canada has produced data for 2019 as well as 2020, given the exceptional

nature of the latter year, during which transfer income accounted for a disproportionately large share compared to the pre- and post-pandemic periods. This contributed to an atypical picture of the income situation, its composition, its distribution, and the observed poverty rates. Income disparities narrowed in 2020 and somewhat in 2021, benefiting the most disadvantaged individuals, many of whom are FNI recipients. This effect, however, was temporary and faded in subsequent years.

FIGURE 20
INCOME BREAKDOWN, LANAUDIÈRE, 2019



Source : Statistique Canada, fichier CO-2444, Tableau 14 C. Compilation spéciale pour Emploi-Québec

Employment income ranks first for all categories of people in Figure 17. The general population, both in rural areas and in CMAs, derives more income from this source than the FNI. Among the FNI, those in the CMA account for 3.6 percentage points more, and they are nearly on par with all Lanaudière residents, given that those living outside the CMA lower the regional average.

FNI therefore receive more income from government transfers, which may include social assistance, unemployment insurance, the federal old-age pension, family allowances, or various smaller programs. The census does not specify the share attributable to each of these transfers. Residents of the CMA rely less on these programs because they are more frequently employed and also younger than their counterparts outside the CMA. As for other sources of market income, it is observed that FNI residents in the CMA benefit more from them than the other three groups, which could mean various things, including the fact that a higher proportion of them are self-employed. However, it is those over 65, both FNI and NA, who derive a high proportion of their income from this source, followed by those aged 55–64. Since younger people rely on it much less, retirement income from a registered pension plan, the Quebec Pension Plan, or personal savings—which is distinct from federal Old Age Security—certainly plays a major role in this situation.

Income by nation

Although the data are limited and the confidence intervals are wide, it is noteworthy that, among the ten First Nations represented in the region—including the Inuit but excluding the Naskapi, for whom no data are available—the Atikamekw rank last in terms of average and median income. The very low incomes observed in Manawan largely account for this situation. In fact, the Atikamekw in the metropolitan area of Lanaudière rank second among the Nations, behind the Cree, with an average income of \$84,000 in 2019.

FIGURE 21

AVERAGE INCOME BY NATION, AGES 25–54, LANAUDIÈRE, 2020



Source: Statistics Canada, file CO-2444, Table 14 C. Special compilation for Emploi-Québec

Income by Age

We noted earlier that earned income is the main component of total income, and that labor force participation tends to increase until around age 54, after which it declines. This cycle of employment is

reflected in income by age. Income is lower among the youngest age groups and declines after age fifty-five. This holds true for FNI residents and for all Lanaudière residents. However, the differences are smaller at the extremes of the age groups and are greatest between the ages of forty-five and fifty-four.

FIGURE 22
AVERAGE TOTAL INCOME BY AGE, 2019



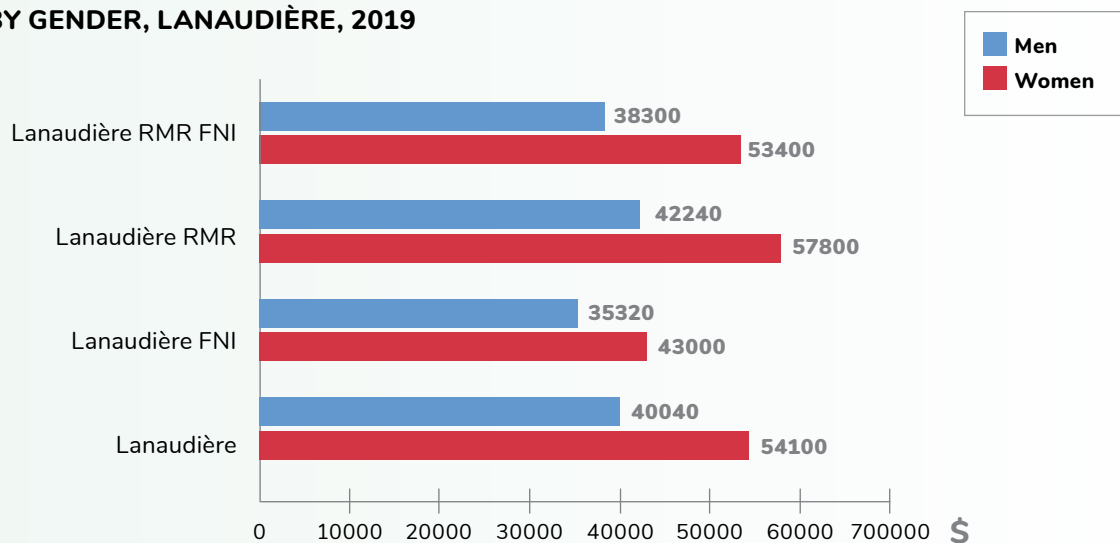
Source: Statistics Canada, file CO-2444, Table 14 C. Special compilation for Emploi-Québec

In metropolitan areas, the gaps are smaller than those observed for the region as a whole, particularly among the most economically active age groups. While there is a \$13,300 gap between FNI and the regional average for those aged 45 to 54, the difference narrows to \$7,300 in CMAs. Factors such as location and education enable FNI to partially bridge the gap that separates them from the rest of the population.

Income by gender

As is the case almost everywhere else, men in Lanaudière earn more than women. Overall, a disparity of more than \$14,000 was observed in 2019, representing more than one-third of women's earnings for that year. The difference in median income is reduced to \$12,000, indicating that high male earnings widen the gender gap. The gap between men and women is observable everywhere else in Quebec and Canada, in very similar proportions. Among FNI individuals, the inequality is just under \$8,000, due to the fact that high male earnings are less common among them. However, those residing in metropolitan areas earn nearly as much as the average men in the region, and \$15,100 more than FNI women, despite the latter's educational advantage.

FIGURE 23
INCOME BY GENDER, LANAUDIÈRE, 2019



Source: Statistics Canada, file CO-2444, Table 14 C. Special compilation for Emploi-Québec

Education and Income

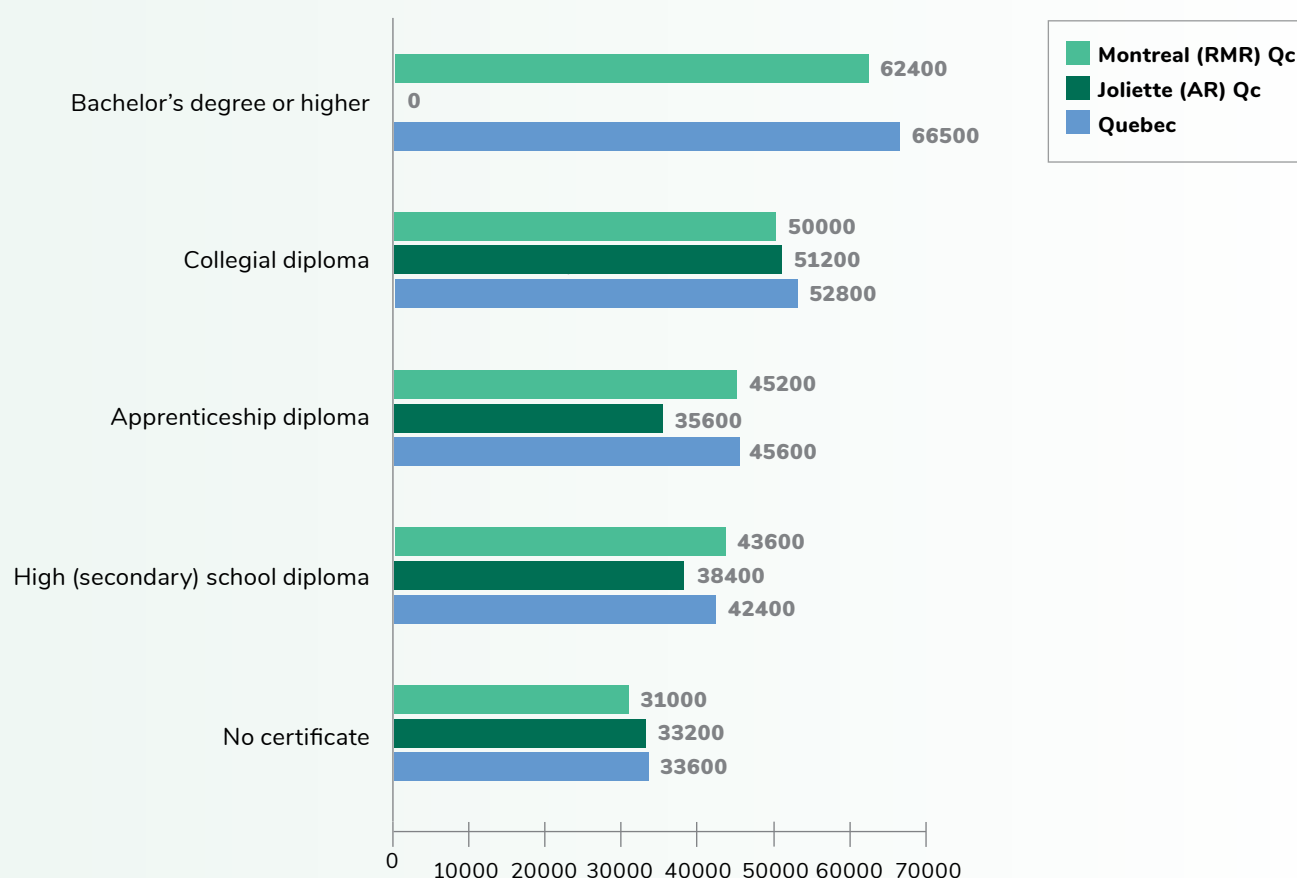
No available census dataset provides a cross-tabulation of Indigenous identity, income, education, and census division or administrative region. Only one dataset provides such a cross-tabulation at the provincial level, for metropolitan areas (CMAs), and for census agglomerations (CAs) with more than 5,000 inhabitants. Joliette is the only CA in Lanaudière for which information is available, since cities such as Terrebonne, Mascouche, and l'Assomption are included in the Montreal CMA. These data confirm that education

is a key determinant of income. The information for Joliette appears problematic, however, primarily due to the small number of observations. In fact, no figures are provided for FNI residents with a university degree in this city. Nevertheless, it is clear that the benefits associated with education are significant. In the CMA, those without a degree have a median personal income of \$31,000 among FNI aged 25 to 64, while those with a bachelor's degree or higher have a median personal income of \$62,400. Since this pattern has been observed elsewhere, it is reasonable to assume that it also applies to Lanaudière.

At the same or equivalent educational levels, FNI residents in the CMA earn roughly the same income as the overall population of their gender, except among those with the lowest levels of education, where the difference ranges from 5.6% for men to 8.8% for women. Women earn less than their male counterparts at all education levels, but the gaps tend to narrow,

falling from 20.6% for those without a diploma to 14.9% among university graduates. Once again, this confirms a general observation that education pays off more, relatively speaking, for women, despite the reality of lower income, including earned income.

FIGURE 24
EDUCATION AND INCOME, FIRST NATIONS, AGES 25 TO 64, 2020¹



Source: Statistics Canada, file 98100291.iwt

¹ the detailed census categories for educational attainment are: No certificate, diploma, or degree; High school diploma or equivalent; vocational certificate or diploma; certificate or diploma from a college, CEGEP, or other non-university postsecondary institution; bachelor's degree or higher.

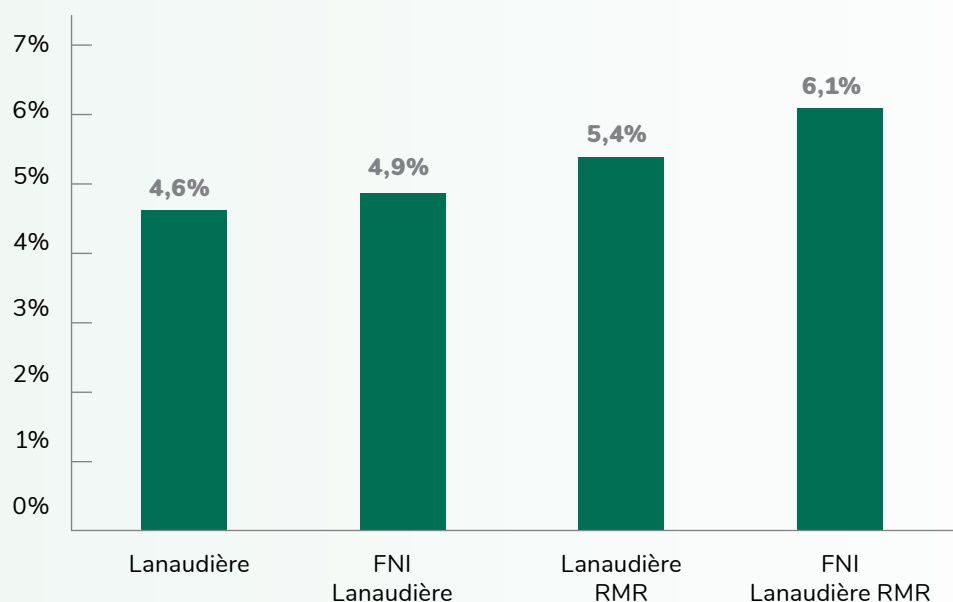
Low-income households

Data from the 2021 Census on 2019 incomes indicate a higher pre-tax low-income rate for FNI households, both within and outside CMAs. Rates are higher according to this measure within CMAs than outside them, suggesting greater income inequality in metropolitan areas where median and average incomes are higher. Nevertheless, it is observed that in 2020, these disparities temporarily disappeared

almost entirely due to more generous federal income support programs during the COVID-19 pandemic. However, the standard used appears to significantly underestimate the incidence of low income, especially when compared to the data published annually by the ISQ. The latter, however, does not distinguish between FNI and NA. On the other hand, it provides information on the MRCs, which allows for a different assessment of the situation. Although based on concepts used by Statistics Canada, this information differs from that provided by the census.

FIGURE 25

LOW-INCOME RATE, AGES 15 AND OVER, LANAUDIÈRE, 2019



Source: Statistics Canada, file CO-2444, Table 14 C. Special compilation for Emploi-Québec

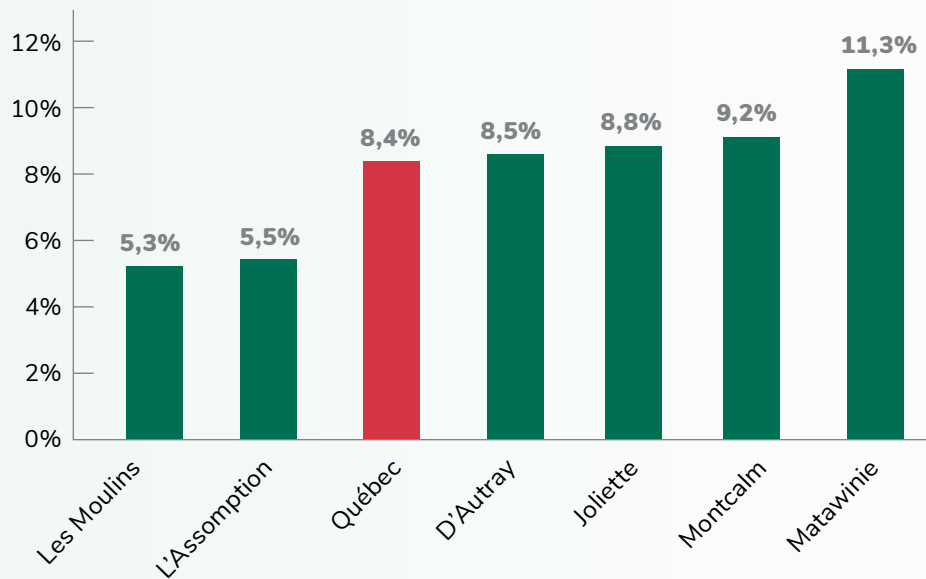
The data published by the ISQ appears to confirm earlier findings. The two MRCs included in whole or in part within the CMA have low low-income rates, while the other four—Matawinie in particular—exceed the Quebec average. Les Moulins ranks 14th among the MRCs with the lowest low-income rates, while Matawinie ranks 93rd out of 104, a further illustration of the heterogeneity of Lanauidière and the particularly acute problem observed in the Atikamekw reserve.

5 The ISQ presents two measures of low income. We have chosen the MFR.

- The Low-Income Measure (LIM): According to this measure, the reference threshold below which a household is considered to be low-income is half the median household income for individuals of all ages. This income is first adjusted using an equivalence scale that takes household size into account. Two income thresholds have been established: one before taxes and one after taxes.
- L The Consumer Basket Measure (CBM): This measure is based on the cost of the goods and services that make up a "consumer basket" deemed essential for a household to meet its basic needs. The cost of the basket is then compared to the household's disposable income: if its income is less than the cost of the basket, it is considered low-income.

FIGURE 26

LOW-INCOME RATE BY FAMILY TYPE, MRC, LANAUDIÈRE, 2023



Source : Institut de la statistique du Québec, Taux de faible revenu, selon le type de famille, MRC et ensemble du Québec

The Economic Vitality Index (IVE), published every two years by the ISQ, is another measure that highlights the intra-regional disparities affecting the FNI and their neighbors, although it does not distinguish between residents based on their identity. Thus, Manawan ranks 1,134th among Quebec municipalities, out of a total of 1,141, placing it in the bottom 1%; while Mascouche ranks 40th, Saint-Lin-Laurentides 96th, and Terrebonne 114th. All three are therefore in the top decile of the EVI.⁶

⁶ The regional economic vitality index is calculated as the geometric mean of the standardized values of three indicators: the labor force participation rate, the median total personal income, and the average annual population growth rate over a five-year period. Each of these indicators represents a key aspect of economic vitality: the labor market, the standard of living, and demographic trends, respectively.

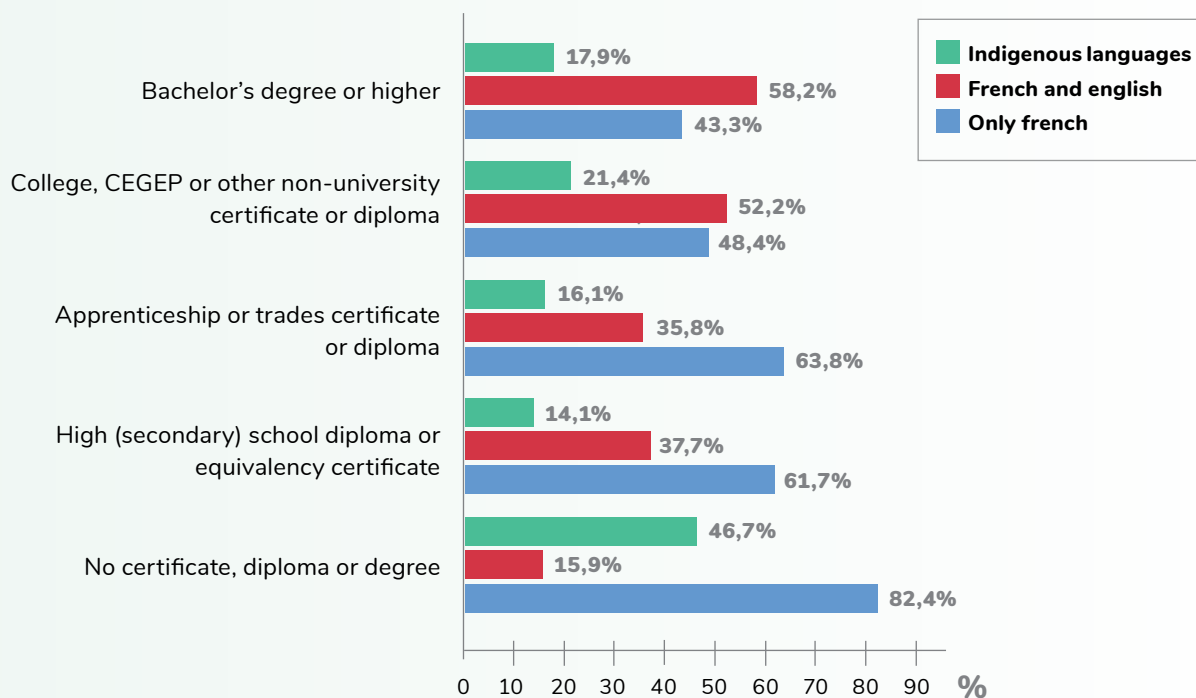
Languages spoken

More than two-thirds of FNI in Lanaudière report speaking only French (68.2%). This rate drops by 11 percentage points (to 57.2%) for those in the metropolitan area. French-English bilingualism is also more common in the metropolitan area (42.2% versus 30.1%). Furthermore, nearly one-third of Lanaudière FNI residents are fluent in an Indigenous language (32.5%), while the percentage in the metropolitan area is virtually zero (0.7%), indicating in particular that the concentration of Indigenous language speakers is in Manawan, and partly in Matawinie outside the Attikamekw reserve. Data on community profiles confirm this hypothesis.

FNI residents in the CMA are just as bilingual as the general population, while those in the region are less so, by more than seven percentage points (30.1% versus 38.3%). Education is strongly associated with French/English bilingualism. Bilingualism stands at 15.9% among regional FNI without a degree, rising to 58.2% among university graduates.

When these individuals live in the CMA, three-quarters of them are bilingual in a job market like Montreal's, French/English bilingualism significantly increases employment opportunities and earning potential, and it goes hand in hand with education to a large extent.

FIGURE 27
LANGUAGES SPOKEN, LANAUDIÈRE FNI, 2021



Source: Statistics Canada, file CO-2391, Table 14A.IVT. Custom EQ request.

Conclusion

As is the case elsewhere in Canada and Quebec, the FNI in Lanaudière are younger and have a more dynamic demographic profile than the general population. They have a lower level of education and are less active in the labor market. Their incomes are also lower.

However, significant disparities are observed within the group itself in terms of income, which is strongly correlated with education, labor force participation, place of residence, and gender. Lanaudière comprises at least three distinct subregions: the metropolitan area linked to Montreal, the intermediate subregion (agricultural or industrial), and finally the more remote area (recreational, tourism, or forestry). This diversity is reflected in the various indicators derived from the census.

The challenges faced by FNI residents in Lanaudière are therefore closely linked to where they live and their level of education, at least when examined in light of census data. In this sense, their situation resembles that of their neighbors, whose profiles and prospects are equally tied to these same factors. Economic development in recent decades has been characterized by an increased concentration of people, capital, and infrastructure in large urban centers, to the detriment of smaller towns and rural or resource-based regions. Populations in these areas have tended to stagnate or decline, and they have also aged as young people pursued education and sought opportunities in major cities. This phenomenon has been observed worldwide and has led to a host of challenges, particularly for individuals who are less mobile or who are attached to their place of origin and its culture.

In addition to these challenges, First Nations peoples have faced the consequences of colonization, expropriation, land confiscation, forced sedentarization, residential schools, and racism. These consequences are partly reflected in census data and other information on health, domestic violence, drug addiction, incarceration rates, and so on. The resilience of these peoples is all the more impressive under these circumstances. In particular, we see that education is an important factor in autonomy, especially among FNI women. However, we also note that very few FNI in the Lanaudière metropolitan area are fluent in an Indigenous language. Balancing good economic prospects with the preservation of culture proves to be a challenge.

Efforts aimed at helping Indigenous Peoples realize their full potential as individuals and nations must be multifaceted, as highlighted by the census and the work of the ISQ. The current context affects Indigenous Peoples just as much as their fellow citizens. It is marked by major geopolitical uncertainties, the climate crisis and biodiversity loss, large-scale rearmament, a 180-degree shift in immigration policy, aging and demographic decline, the race to appropriate and extract resources, as well as other upheavals, but it also offers opportunities to be discovered and harnessed. Local and regional solidarity, and concerted action at this level, are among the essential means for adequately addressing these challenges.





FNILMAC

**First Nations and Inuit labour
market advisory committee**

22, De Liège, St-Jean Richelieu,
Québec J3B 8N4

450 741-4526

www.ccpnimt-fnilmac.com