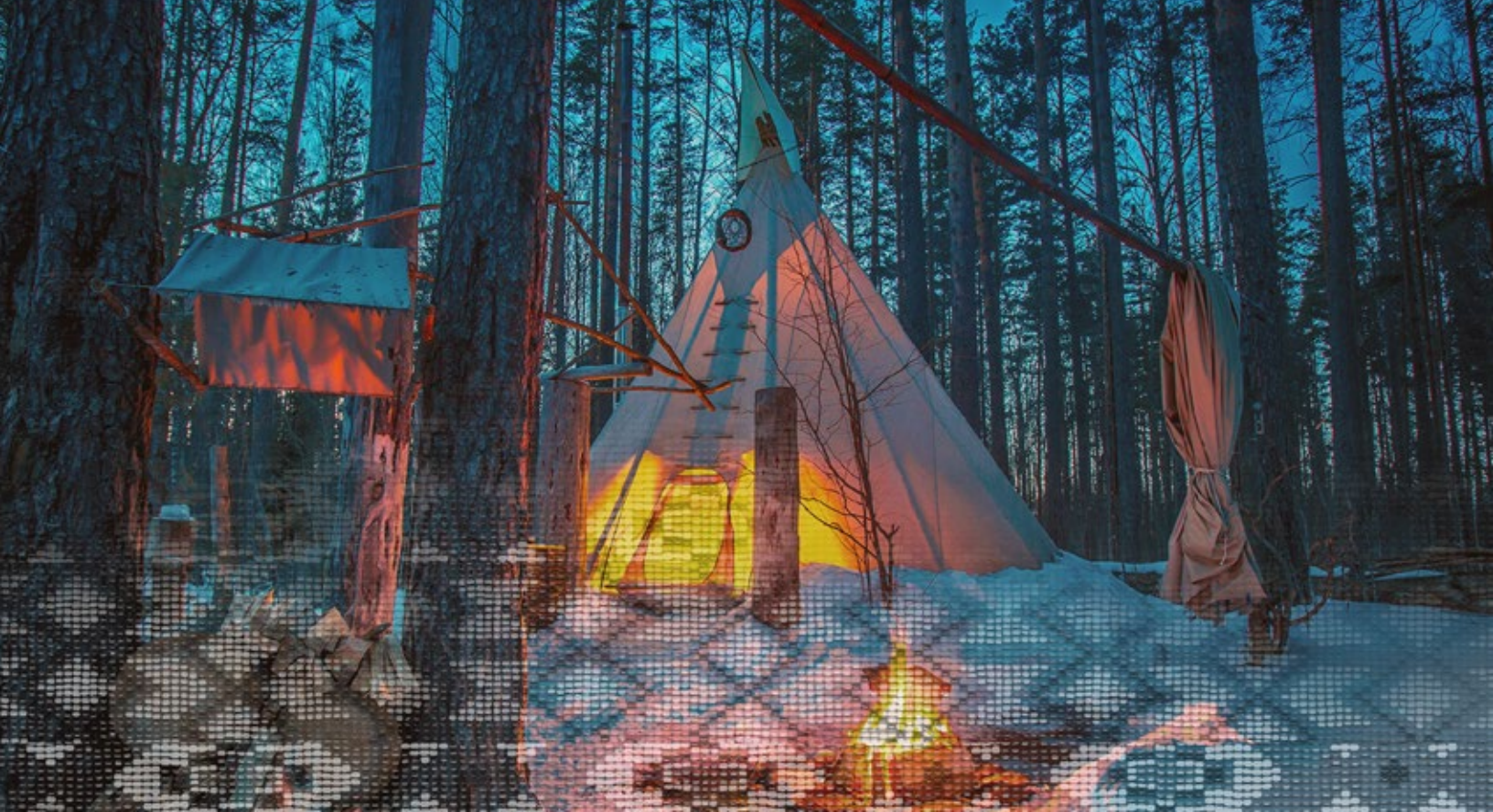




Highlights



FIRST NATIONS OF QUEBEC
AND LABRADOR HEALTH
AND SOCIAL SERVICES
COMMISSION

About the survey

The First Nations Labour and Employment Development (FNLED) Survey aims to paint a portrait of the workforce and employment situation among First Nations communities in Quebec. The main objectives of the FNLED Survey are to provide scientifically and culturally valid information and to improve First Nations governance in the area of research decolonization. The results of the survey will provide decision-makers and key community stakeholders with access to quality and evidence-based data. The results can also contribute to informed decision-making regarding labour and employment development issues within the communities.

Being the result of a joint effort on the part of First Nations, citizens residing in the communities, ten First Nations regional organizations and First Nations Information Governance Centre (FNIGC), the FNLED Survey demonstrates that First Nations leadership at community, regional and national levels is imperative to ensure the development of information governance by and for First Nations.

Finally, the FNLED Survey was conducted from March 2019 to February 2020 in 15 communities representing seven nations and reached 1,307 people who responded to an electronic questionnaire submitted by interviewers who were recruited from participating communities.

This publication presents the highlights of the FNLED Survey report.

In certain cases, the data are presented according to the geographic zone of the community of the respondents. These zones are defined as follows, according to the *Band Classification Manual*:¹

- › Zone 1 (urban): The community is located within 50 km of the nearest service centre with year-round road access.
- › Zone 2 (rural): The community is located between 50 and 350 km of the nearest service centre with year-round road access.
- › Zone 3 (remote): The community is located over 350 km from the nearest service centre with year-round road access.
- › Zone 4 (special access): The community has no year-round road access to a service centre.

Service centre = The nearest location where community members must go to access service providers, banks, and government services.

In the context of the FNLED Survey, the term “community” is used to represent “Indian reserves.”

The data presented in the thematic booklets of the FNLED Survey are weighted so that the results reflect an estimate of the total population of First Nations in Quebec living in the communities. This weighting, established based on the band lists, takes into account the nation and size of the community, as well as the age and gender of the respondents.

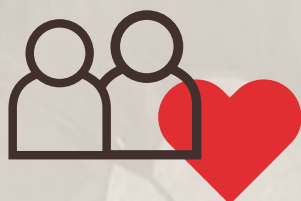
For more details, please refer to the Methodology booklet of the FNLED Survey.

¹ Indian and Northern Affairs Canada. *Band Classification Manual*. [Online]. 2000. [Accessed 8-06-2018]. <https://publications.gc.ca/collections/Collection/R22-1-2000E.pdf>.



Sociodemographic profile and life course

INDIVIDUAL CHARACTERISTICS



54%

of respondents said they are single.



49%

of respondents said they mainly use a First Nations language as their language of daily use.



50%

of participants said they had a job at the time of the survey.

37%

said they are married or in a common-law relationship.



49%

of respondents reported personal income of less than \$20,000 per year.



60%

of the study population does not have a high school diploma.

7%

of respondents are separated or divorced.

1%

of respondents are widowed or widowers.

PARENTAL MODEL



People whose mothers have graduated from high school are more likely to have graduated from high school or post-secondary.

HOUSEHOLD CHARACTERISTICS



On average, there are **4.5** individuals per household.

14% of respondents live in overcrowded housing.

67% of the participants live in a household with children and youth aged 0 to 17.

LIFE COURSE



18% of survey participants reported having criminal records.



10% indicate having had a "visible" homelessness experience and **35%** have experienced "hidden" homelessness, that is to say to have lived temporarily with a member of the family, friends, in their car or elsewhere because they did not have another place to live.



1/4 of respondents have already left their community for work.

Culture, identity, language and wellness

CULTURE AND IDENTITY



48%

of individuals aged 15 to 64 say they have volunteered in their community.



53%

indicate having access to a home other than their main residence on the territory to practice traditional activities.



43%

say they occasionally or regularly wear traditional First Nations clothing, jewelry or crafts.



35%

say they are strongly exposed to traditional teachings and cultural

practices, while **25%** often participate in cultural activities in their community.



26%

often practice traditional activities (hunting, fishing, gathering, trapping, etc.).



Individuals who work in a First Nations community are more likely to agree that First Nations culture is valued at work, compared to those who work outside of communities (**89%** and **66%** respectively).

LANGUAGE



71% of people aged 15 and over have a First Nations language as their mother tongue, while **48%** say they use a First Nations language on a daily basis.



43% of workers who work in a community use a First Nations language as their main working language.



Age, education, employment and participation in community cultural activities are factors that contribute to the flourishing of individuals.

WELLNESS



1/2

Almost half of survey participants rated themselves in excellent or very good general health (**47%**) and mental health (**54%**).



2/3

Almost two-thirds of individuals have good (**53%**) or excellent (**8%**) social support.



The majority of workers say they are satisfied (**40%**) or very satisfied (**55%**) with their work in general.



While the proportion of individuals who have observed discrimination or harassment at work is roughly the same among individuals who work in a community (**24%**) as among those who work outside of communities (**25%**), the latter are more likely to observe racism at the workplace (**7%** in the communities compared to **26%** outside of communities).

Education, skills and aspirations

TRAINING AND SKILLS

SCHOOL ATTENDANCE



1/2

Half of 15- to 24-year-olds attend school full time. Among 15- to 17-year-olds, the proportion is **86%** and it decreases to **41%** among 18- to 24-year-olds.

HIGHEST EDUCATIONAL ATTAINMENT



59% of the population of study did not complete high school.

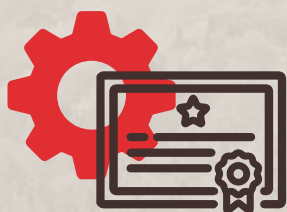
14% of individuals graduated from high school.

13% of individuals have a diploma of vocational studies.

8% of individuals have a college diploma.

6% of individuals have a university degree.

NON-ACADEMIC TRAINING



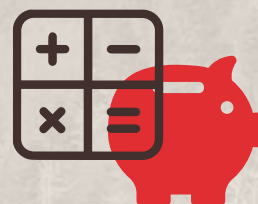
1/3

Almost a third of respondents (**34%**) said they have received non-academic training.



The **three main types of non-academic training** desired are those specific to employment, computers and personal interests.

BASIC SKILLS



The numeracy skillsⁱ of those with an annual income of \$40,000 and more are higher than those with an annual income of \$39,999 and less.

ⁱ A person's ability to understand and use mathematical concepts enabling them to sufficiently master quantitative and spatial information to be functional in society.

ENTREPRENEURSHIP



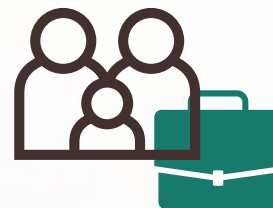
Entrepreneurial skills are higher among those aged 25 and over, those with an individual income above \$20,000, employed people, graduates and individuals living in Zone 1 (communities near urban centres).

VALUES, PREFERENCES AND ASPIRATIONS



1/4

Almost a quarter (**24%**) of 15- to 24-year-olds indicated that they have not reflected on the profession they want to practice.



The need to be close to family is the main reason that pushes workers to find employment in their community.



First Nations **family and identity** are the two facets of life considered to be the most important by the largest proportion of respondents. Work comes third.



The lack of work in the community and the best employment opportunities being outside the community are the main reasons that lead to workers getting jobs outside the community.

Success factors and obstacles to employment

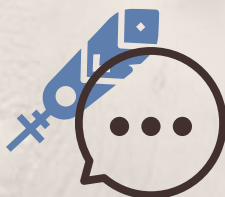
EMPLOYMENT SUCCESS FACTORS



Compared to the unemployed, workers tend to have a higher level of education and better mastery of basic skills (reading, writing, oral communication, mathematics, computers, entrepreneurial skills).



Compared to people who have not completed high school, high school graduates tend to have a better command of the majority of basic skills that can help them in the labour market, such as computers, oral communication, reading, writing, math and entrepreneurial skills.



Among people of working age,
4/5 consider that fluency in a First Nations language is an asset in obtaining employment in their community.

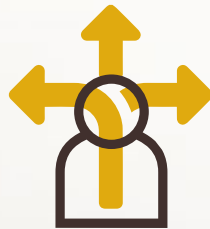
OBSTACLES TO EMPLOYMENT



The main factors considered detrimental to finding employment are lack of professional skills or training, lack of job search skills (knowing where and how to look) and lack of experience in the labour market.



The shortage of jobs represents an obstacle to employment in the eyes of **10%** of unemployed people, but this obstacle seems less present in Zone 1 (**7%**) than in Zones 2, 3 and 4 (**20%**). Compared to people living in a resource or manufacturing region, residents of urban regions are more likely to be employed.



1/3

1 in **3** people do not know the kind of work they want to do. This indecision seems to dissipate with age, education and experience in the labour market.



18%

of working-age people have a criminal record. Among those 25 and over, this corresponds to **30%** of men and **14%** of women.

Occupation and employment

OCCUPATION IN THE WORKING-AGE POPULATION



The proportion of active people is lower among 15 to 24 year-olds, mostly in school, than among older adults.



More than half of the population reports that they are active in First Nations organizations, social activities or cultural activities.



The proportion of entrepreneurs and self-employed workers is around **7%**, while that of those interested in starting their own business is around **46%**.



Women appear to be as likely as men to participate in the labour market, as there is no significant difference between the proportion of men and women in the active population.



1/2

About **1 in 2 people** volunteer in their community.

WORKERS



50%

of people of working age identify as workers.

Among those aged 15 to 24, workers represent **less than one in three** and **more than one in two** among those over 25.



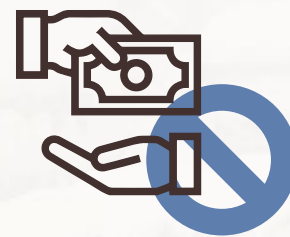
The proportion of people in employment is **twice as high** among those who have completed high school compared to those who have not.



1/5

Just over **one in five** people said they had experienced harassment or discrimination in the workplace.

UNEMPLOYED PEOPLE



2/5

Among those of working age who are unemployed, about **2 in 5** have never had paid work.

Income and needs satisfaction

INCOME

INDIVIDUAL INCOME



The median annual income of people of working age is between \$20,000 and \$29,999.



Individual income tends to increase with education level: the median income bracket goes from \$10,000 – \$14,999 for people without a high school diploma to \$20,000 – \$29,999 for high school graduates and to \$40,000 – \$49,999 for those with a college or university education.

HOUSEHOLD INCOME



The median annual income of households occupied by people of working age is between \$30,000 and \$39,999.



During the 12 months preceding the survey, among people of working age:

81%

lived in a household with income from employment or self-employment.

25%

lived in a household that received the Canada Child Tax Benefit or a Family Allowance.



In the year preceding the survey, **most people** of working age lived in households with income from at least two different sources.

37%

lived in a household that received provincial or local social assistance.

23%

lived in a household that received employment insurance.

FOOD INSECURITY AND SATISFACTION OF MATERIAL NEEDS OF THE HOUSEHOLD

HOUSEHOLD FOOD INSECURITY



An **important proportion** of the population does not have the necessary financial means to meet their nutritional needs.



20%

of people of working age live in food insecure households. Of these 20%, **11%** are moderately food insecure and **9%** seriously food insecure.



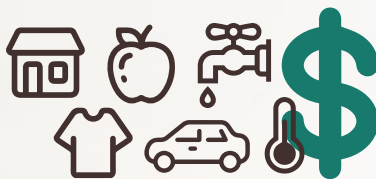
Food insecurity is most often manifested by difficulty in eating a balanced diet (**26%**) and by a lack of provisions and money to obtain more (**25%**).

SATISFACTION OF MATERIAL NEEDS OF THE HOUSEHOLD



1/3

About **1 in 3 people** had difficulty paying for expenses in the year before the survey. The same person could have more than one difficulty in paying.



During the 12 months preceding the survey, among people of working age:

14%

had difficulty paying for clothes.

14%

had difficulty paying for housing.

14%

had difficulty paying for food.

13%

had difficulty paying for transportation.

10%

had difficulty paying for utilities, such as water or heat.

Acknowledgements

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- › FNIGC
- › Indigenous Services Canada



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The FNLED Survey report consists
of six thematic booklets and a
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booklets can be found in the
FNQLHSSC documentation centre:
<https://centredoc.cssspnql.com>.

TRANSLATION

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