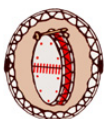
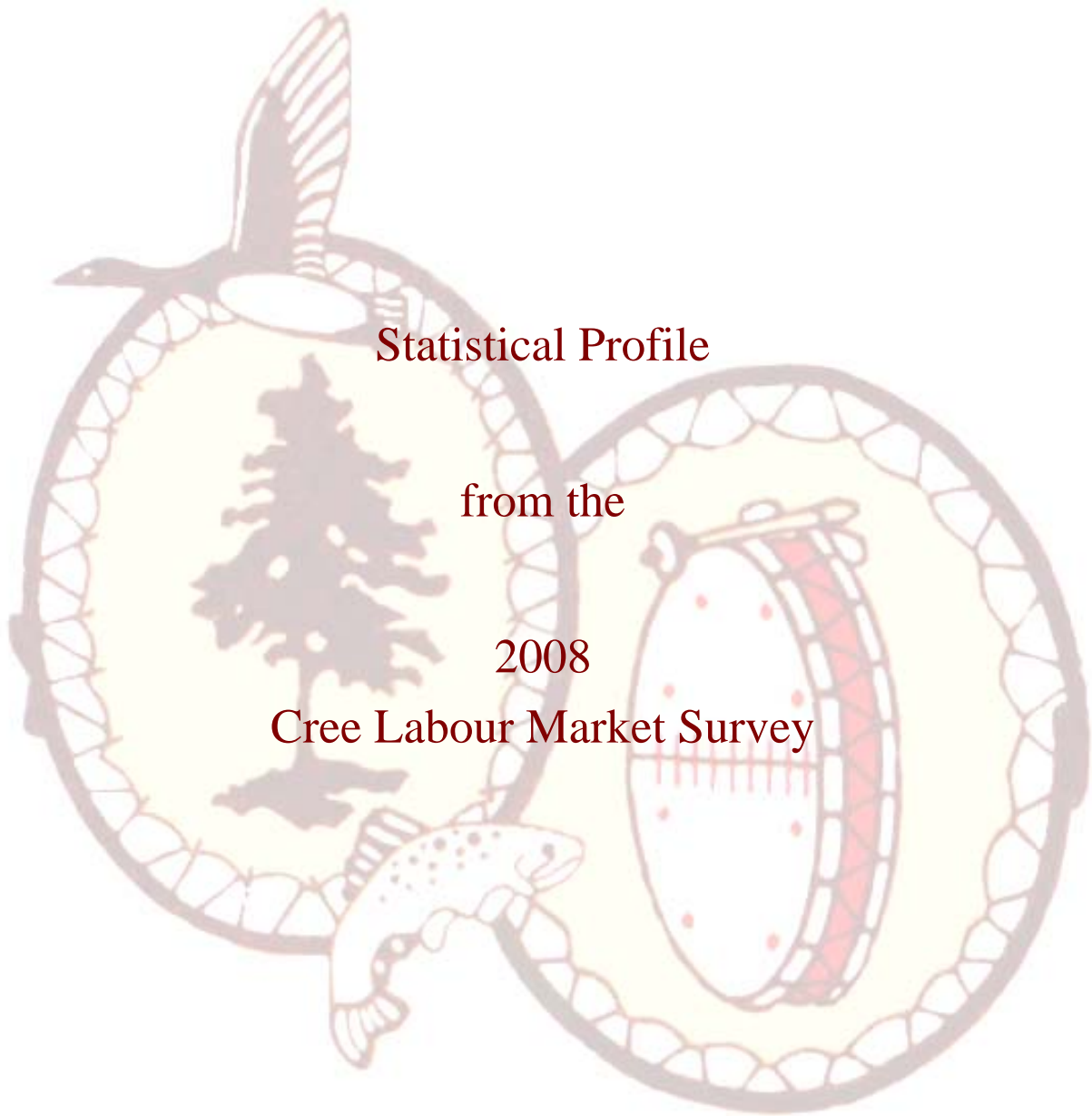


# Nine Cree Communities of Eeyou Istchee



Cree Regional Authority

September 2009



Human Resources and  
Skills Development Canada

Nine Cree Communities of Eeyou Istchee

Statistical Profile

from the

2008

Cree Labour Market Survey

Prepared for the  
Cree Human Resources Development  
Cree Regional Authority

by

Frederick Moar

**Nine Cree Communities of Eeyou Istchee**  
**Statistical Profile of the Nine Cree Communities of Eeyou Istchee**

**TABLE OF CONTENTS**

	Page
Table of Contents	i
<b>1.0 Introduction</b>	<b>1</b>
1.1 Purpose/Goal	1
1.2 Methodology	1
1.2.1 Population Data: Sources and Limitations	2
1.2.2 Labour Market Characteristics: Sources and Limitations	3
1.2.3 Other Limitations	3
<b>2.0 Regional and Community Level Perspectives</b>	<b>4</b>
2.1 Introduction	4
2.2 Part I - Regional Perspective: Nine Cree Communities of Eeyou Istchee	4
2.3 Part II - Community Level Perspective: Nine Cree Communities of Eeyou Istchee	4
Glossary	5

**Statistical Profiles from the 2008 Cree Labour Market Survey**

Part I - Regional Level Perspective:	Section
Nine Cree Communities of Eeyou Istchee	A
Part II - Community Level Perspective:	Section
Cree Nation of Chisasibi	A
Cree Nation of Eastmain	B
Cree Nation of Mistissini	C
Cree Nation of Nemaska	D
Cree Nation of Ouje-Bougoumou	E
Cree Nation of Waskaganish	F
Cree Nation of Waswanipi	G
Cree Nation of Wemindji	H
Whapmagoostui First Nation	I

## **1.0 Introduction**

### **1.1 Purpose/Goal**

This report was prepared for the Cree Human Resources Development Department (CHRD) of the Cree Regional Authority (CRA) with the main goal of updating the “Nine Cree Communities of Eeyou Istchee, Statistical Profile from the 2003 Cree Labour Market Survey, March 2005.” A comprehensive statistical profile of the Cree labour market at the regional and at the community level, that was intended to be updated on a timely and regular basis to not only provide a clearer picture of the Cree labour market but to also greatly enhance the planning and forecasting capability of the statistical data and provide local and regional planners with timely, consistent and reliable data on which to base their economic and social policy decisions.

### **1.2 Methodology**

The 2008 Cree Labour Market Survey (CLMS) uses a stratified sampling survey approach, telephone and one-on-one interviewing, sample weighting estimation in combination with the raking-ratios post-stratification methodology and the same terms and concepts that were used in the 2003 CLMS in order to allow for some degree of comparability between the two data sets.

Every effort has been made to acquire and to use the most up-to-date data on the Cree population and on the labour market characteristics. This report relies on customized statistical tabulations of the Native Population Register (Registre des Autochtones) for the nine Cree communities provided by the CRA Cree Membership/Statistical Database and the Ministère de la Santé et des Services Sociaux du Québec and the labour market characteristics, with the exception of income, from the 2008 CLMS that was conducted by the CHRD in 2008.

The labour force, however, due to the low participation rate of the “non-aboriginal” population resident in the nine Cree communities in the 2003 CLMS, was re-defined as follows:

“All individuals (aboriginal), 15 to 64 years of age, who are “resident” in any of the nine Cree communities of Eeyou Istchee, excluding all institutional residents (aboriginal), as of March 31, 2008.”

Where an “institutional resident” is defined as: “a resident of an institutional collective dwelling, other than a staff member and their families...” and “... institutional collective dwellings” are defined as; “...general hospitals and hospitals with emergency, other hospital and related institutions, nursing homes, residence for senior citizens, facilities for individuals with disability, establishments for delinquents and young offenders, establishments for children and minors, penal and correctional institutions, jails, shelters for individuals lacking a fixed address, other shelters and lodging and rooming with assistance services (*Abbrev.*, Statistics Canada).”

**Note:**

The 2003 CLMS included the non-aboriginal labour force, 15-64 years of age, who are “resident” in any of the nine Cree communities of Eeyou Istchee, as of March 31, 2003. All references to the “*Cree labour force of the nine Cree communities*” and to “*the labour force for each of the nine Cree communities, e.g. Chisasibi labour force*” included the non-aboriginal resident labour force, 15-64 years of age. However, due to the low participation rate of the “non-aboriginal” population resident in the nine Cree communities in the 2003 CLMS, the labour force was re-defined to exclude the non-aboriginal resident labour force, 15-64 years of age, who are “resident” in any of the nine Cree communities of Eeyou Istchee, as of March 31, 2008. There is no CLMS data for the community of Whapmagoostui. All references to the “*Cree labour force characteristics of the nine Cree communities*” do not include the labour market characteristics for the community of Whapmagoostui.

### **1.2.1 Population Data: Sources and Limitations**

The principal source of the aboriginal population data used in this report is from the Native Population Register (Registre des Autochtones) for the nine Cree communities provided by the CRA Cree Membership/Statistical Database and the Ministère de la Santé et des Services Sociaux du Quebec.

The Native Population Register (Registre des Autochtones), however, only maintains a count of the James Bay Northern Quebec Agreement (JBNQA) beneficiaries who reside in a particular community and does not include resident aboriginals who are not beneficiaries of the JBNQA and this may result in the undercounting of the total population. This required some adjusting of the total population count to include the aboriginal non-beneficiaries who were residing in the community and further adjustments to take into account in/out migration to arrive at the total population count, as of March 31, 2008, for the community.

There is also the inherent delay in the registration of births and deaths that may results in the under/over counting of the population. A simple analysis that involves the comparison the 0-4 years of age group in 1991 to the 5-9 years of age group in 1996, the 0-4 years of age group in 1996 to the 5-9 years of age group in 2001 and the 0-4 years of age group in 2001 to the 5-9 years of age group in 2006 should reveal any delays in the registration of births. If late registration of births does not exist in the population data, the 0-4 years of age group in 1991 should be no larger than the 5-9 years of age group in 1996, the 0-4 years of age group in 1996 should be no larger than the 5-9 age group in 2001 and the 0-4 years of age group in 2001 should be no larger than the 5-9 age group in 2006. It would be impossible for the 5-9 years of age group to be larger five years later. Using this simple analysis, late registration of births does not seem to be a problem in the 1991, 1996, 2001 and 2006 Native Population Register population data for the community.

Determining whether late registration of deaths exists in the Native Population Register data is a bit more troublesome. However, the Native Population Register data is updated every three

months and should considerably limit (not eliminate) the under/over counting of the population due to the delays in the registration of births and deaths for the community.

Closely associated with the problem of late registration of births and deaths, in statistical analysis, is the problem that arises when different sources of population data are compared. Population figures from different sources will be different and is unavoidable. An analysis of the population or on the labour force using 1991, 1996, 2001 and 2006 Native Population Register will be different from the analysis on the population or on the labour force using the 1991, 1996, 2001 and 2006 Census of the Population. It is because of these differences in the total population counts that the analysis on the labour force is limited to the “*adjusted*” Native Population Register data.

### **1.2.2 Labour Market Characteristics: Sources and Limitations**

The 2003 and 2008 CLMS data covers only two reference periods and is insufficient to establish any trend(s) in the labour force and in the labour market characteristics of the labour force. Furthermore, the total labour force was redefined, so that any comparison with the 2003 CLMS first requires revision of the data set to account for the non-aboriginal population and labour force. In addition, the sample estimates, due to the sample size, are subject to a margin of error of 5% either way because of chance variations, 19 times out of 20. Alternatively, if the CLMS were repeated many times using the same methodology, 19 times out of 20 (or 95% of the time) the “true population value” would not differ from the “sample estimate” by more than the margin error, e.g. 5%. However, due to the sample size, care should be exercised in the interpretation and use of the data contained in this report.

The income statistics contained in the “Nine Cree Communities of Eeyou Istchee, Statistical Profile from the 2003 Cree Labour Market Survey, March 2005” were obtained from Statistics Canada’s Small Area Administrative Division: Family and Individual Data: Income and Demographic Data for the 2002 taxation year (100% data) and are semi-customized tabulations of the income characteristics of all the individuals 15 years of age and over with income, as of December 31, 2002 and *not the income characteristics of all the individuals 15 years of age and over with income, as of March 31, 2003*. There is no data on the income characteristics of all the individuals 15 years of age and over with income, as of December 31, 2007 in the “Nine Cree Communities of Eeyou Istchee, Statistical Profile from the 2008 Cree Labour Market Survey, September 2009.”

The data source of all the labour market characteristics of the labour force, unless otherwise footnoted, is from the 2008 CLMS conducted by the CHR in 2008.

### **1.2.3 Other Limitations**

While there may be other issues regarding the integrity of the data; the survey approach, sample weighting, post-stratification, participation rates, response errors, response bias and coverage, etc., these can only adjusted/mitigated, to some extent, by individuals, entities and communities taking on a more participatory role in the data gathering process. As with any data-gathering,

processing and estimation methodology of this nature, errors do occur and will continue to occur but should not seriously undermine the overall findings contained in this report.

## **2.0 Regional and Community Level Perspectives**

### **2.1 Introduction**

This report is organized into two parts: Part I - Regional Level Perspective, A - Nine Cree Communities of Eeyou Istchee, that provides a regional perspective of the Cree labour market characteristics of the nine Cree communities of Eeyou Istchee; and Part II - Community Level Perspective - Nine Cree Communities of Eeyou Istchee, that provides a local level perspective of the Cree labour market characteristics of each of the nine Cree communities of Eeyou Istchee.

### **2.2 Part I - Regional Perspective: Nine Cree Communities of Eeyou Istchee**

This part provides a regional perspective of the labour market characteristics of the nine Cree communities of Eeyou Istchee. It is organized into five sections and covers; labour force dynamics, potential size and estimated new job requirements, language proficiency levels, school attendance levels, educational achievement levels, major fields of study and general labour market activity (e.g., labour force participation and unemployment rates, employment to population ratios, industry, occupation and employment status, etc.) and uses a descriptive and comparative approach, providing tables, figures, and comparisons of the labour force characteristics for the nine Cree communities of Eeyou Istchee..

### **2.3 Part II - Community Level Perspective: Nine Cree Communities of Eeyou Istchee**

This part provides a community level perspective of the labour market characteristics for each the nine Cree communities of Eeyou Istchee: the Cree Nation of Chisasibi, the Cree Nation of Eastmain, the Cree Nation of Mistissini, the Cree Nation of Nemaska, the Cree Nation of Ouje-Bougoumou, the Cree Nation of Waskaganish, the Cree Nation of Waswanipi, the Cree Nation of Wemindji and the Whapmagoostui First Nation. It is organized, for each of the nine Cree communities of Eeyou Istchee, into five sections and covers; labour force dynamics, potential size and estimated new job requirements, language proficiency levels, school attendance levels, educational achievement levels, major fields of study and general labour market activity (e.g., labour force participation and unemployment rates, employment to population ratios, industry, occupation and employment status, etc.) and uses a descriptive and comparative approach, providing tables, figures, and comparisons of the labour force characteristics of each of the nine Cree communities with the labour force characteristics for the nine Cree communities of Eeyou Istchee.

## GLOSSARY

The 2003 and the 2008 CLMS Statistical Profiles attempt to use the same terms and concepts used by Statistics Canada's Census of the Population and Statistics Canada Labour Force Survey to allow for some degree of comparability between the data sets. However, due to the nature and intended usage of the CLMS data, certain terms and concepts were redefined.

Population:	The total resident population of the nine Cree communities of Eeyou Istchee, excluding the non-aboriginal resident population.
Labour Force:	<p>The total labour force of the nine Cree communities of Eeyou Istchee, excluding the non-aboriginal resident population, defined as:</p> <p>“All individuals (aboriginal), 15 to 64 years of age, who are “resident” in any of the nine Cree communities of Eeyou Istchee, excluding all institutional residents, as of March 31, 2008.”</p> <p>Where an “institutional resident” is defined as: “a resident of an institutional collective dwelling, other than a staff member and their families...” and “... institutional collective dwellings” are defined as: “...general hospitals and hospitals with emergency, other hospital and related institutions, nursing homes, residence for senior citizens, facilities for individuals with disability, establishments for delinquents and young offenders, establishments for children and minors, penal and correctional institutions, jails, shelters for individuals lacking a fixed address, other shelters and lodging and rooming with assistance services (abbreviated version, Statistics Canada).”</p>
Language(s) Spoken:	The language(s) that individuals are able to speak.
Language(s) Spoken and Written:	The language(s) that individuals are able to speak and write.
Official Language(s):	The English and French languages.
Non-Official Language(s):	All other language(s) other than the English or French languages.



School Attendance:	Elementary school, secondary school or post-secondary educational institution the individuals, 15-24 years of age, were enrolled in, either on a full-time or a part-time basis, during the 2007/2008 academic year, more specifically, for the period beginning September 2007 and ending March 31, 2008.
Educational Achievement Level:	The highest grade or year of elementary or secondary school attended (completed or not), or the highest year of university or other non-university completed.
Major Field of Study:	The post-secondary course or program completed for which the individual received a certificate, diploma or degree.
Labour Market Activities:	The labour market activity of the population 15-64 years of age, excluding institutional residents, in the week prior to the 2008 CLMS. Individuals were classified as either in the labour force, employed, unemployed or not in the labour force.
In the Labour Force:	The total labour force 15-64 years of age, excluding institutional residents, who were either employed or unemployed during the week prior to the 2008 CLMS were available to work and had been actively looking for work during the 4-week period prior to the 2008 CLMS.
Employed Labour Force:	The total labour force 15-64 years of age, excluding institutional residents, who were employed during the week prior to the 2008 CLMS.
Unemployed Labour Force:	The total labour force 15-64 years of age, excluding institutional residents, who were unemployed, during the week prior to the 2008 CLMS, were available to work and had been actively looking for work during the 4-week period prior to the 2008 CLMS.
Not in Labour Force:	The total labour force 15-64 years of age, excluding institutional residents, who, in the week prior to the 2008 CLMS, were neither employed nor unemployed. These individuals were not available

to work and had not been actively looking for work during the 4-week period prior to the 2008 CLMS.

Participation Rate:

The total “in the labour force 15-64 years of age,” in the week prior to the 2008 CLMS, expressed as a percentage of the total population 15-64 years of age, excluding institutional residents.

Unemployment Rate:

The total unemployed labour force expressed as a percentage of the total “in the labour force” 15-64 years of age in the week prior to the 2008 CLMS, excluding institutional residents.

Employment to Population Ratio:

The total employed labour force in the week prior to the 2008 CLMS, expressed as a percentage of the total population 15-64 years of age.

Industry:

The industry where the individual found employment identified by the type of work their employer was engaged in.

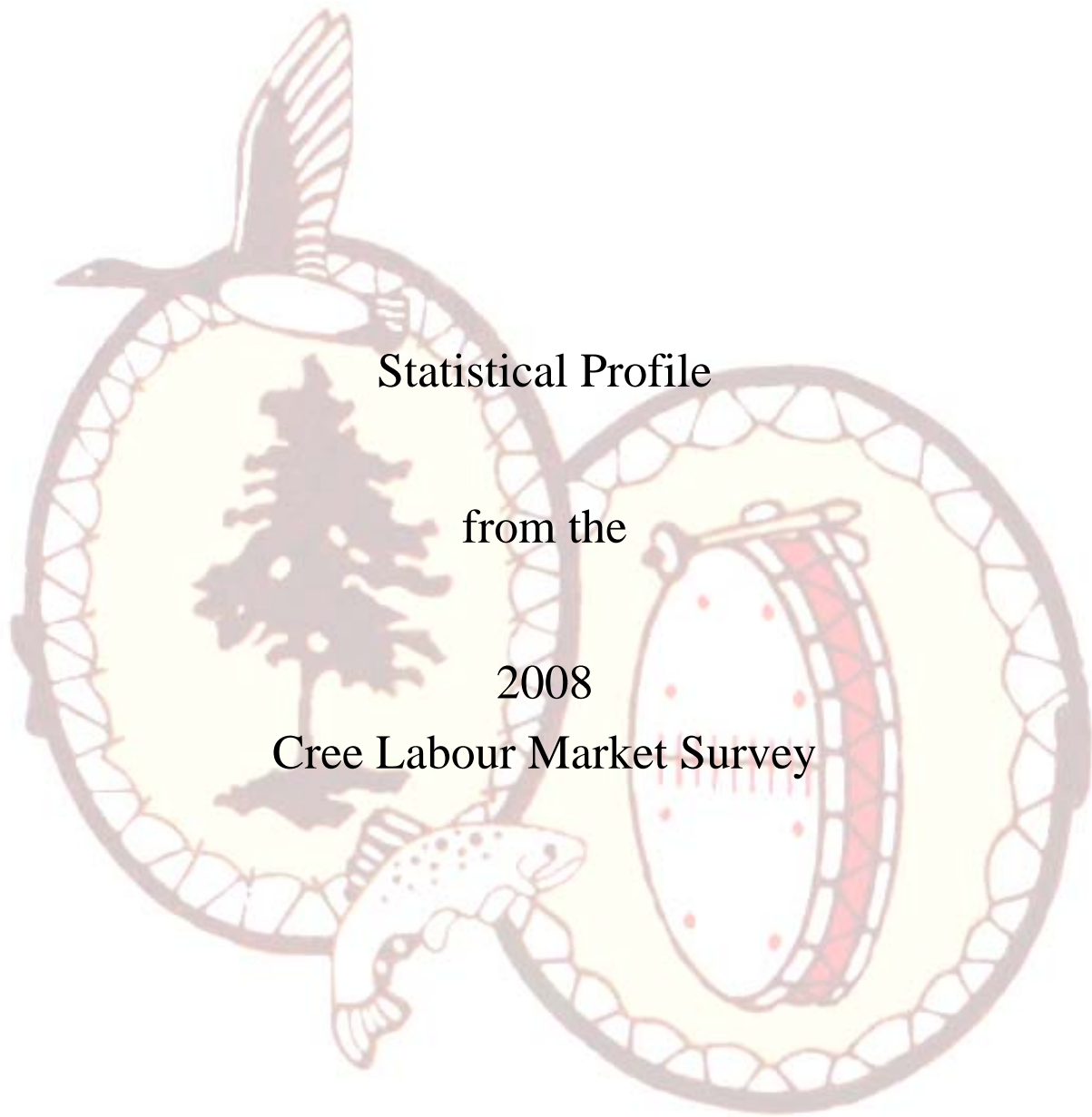
Occupation:

The occupational title as indicated by the individual.

Employment Status:

The employment status of individuals 15-64 years of age, as indicated by the individual: permanent employment; employed for an indeterminate period; temporary employment, employed for a determined period; seasonal employment, employment that is subject to seasonal/monthly fluctuations; full-time employment; employed for at least 30 hours per week; and part-time employment; employed for less than 30 hours per week.

Part I - Regional Level Perspective  
A - Nine Cree Communities of Eeyou Istchee



**Part I – Regional Level Perspective**  
**A - Nine Cree Communities of Eeyou Istchee**

**TABLE OF CONTENTS**

	Page
Table of Contents	i
List of Tables	iii
List of Figures	iv
Executive Summary	v
<b>1.0 Cree Labour Force Dynamics</b>	<b>1</b>
1.1 Introduction	1
1.2 Cree Labour Force	1
<b>2.0 Cree Labour Force: Potential Size</b>	<b>4</b>
2.1 Introduction	4
2.2 Potential Size	4
2.3 Estimated New Job Requirements	5
<b>3.0 Cree Labour Force: Language Proficiency Levels</b>	<b>7</b>
3.1 Introduction	7
3.2 Language Proficiency Levels	7
<b>4.0 Cree Labour Force: School Attendance, Educational Achievement Levels and Major Fields of Study</b>	<b>9</b>
4.1 Introduction	9
4.2 School Attendance	9
4.3 Educational Achievement Levels	11
4.4 Major Fields of Study	13
<b>5.0 Cree Labour Force: Labour Market Activity</b>	<b>15</b>
5.1 Introduction	15
5.2 Participation and Unemployment Rates and Employment to Population Ratios	15
5.3 Industry Classification	19
5.4 Occupation Classification	22
5.5 Employment Status	23

Appendices:

- Appendix A: Cree Labour Force by Community  
Age and Gender: 5-Year Age Groups and Major Age Groups

**TABLE OF CONTENTS Cont'd**

- Appendix B: Cree Labour Force by Community  
Language Proficiency Levels: Spoken Only and Spoken and Written
- Appendix C: Cree Labour Force by Community  
Education: School Attendance; Educational Achievement Levels  
and Major Fields of Study
- Appendix D: Cree Labour Force by Community  
Labour Market Activity: Participation Rates; Unemployment Rates  
and Employment to Population Ratios
- Appendix E: Cree Labour Force by Community  
Industry: Primary; Secondary and Tertiary
- Appendix F: Cree Labour Force by Community  
Occupation: Major Occupation Classifications (Broad Groups)
- Appendix G: Cree Labour Force by Community  
Employment Status: Permanent; Temporary; Seasonal; Full-time and  
Part-time
- Appendix H: 2008 CLMS Questionnaire

## LIST OF TABLES

	Page
Table 2.2.1 Cree Labour Force: Potential Size (2008 CLMS)	4
Table 2.3.1 Cree Labour Force: Estimated New Job Requirements (2008 CLMS)	5
Table 3.2.1 Cree Labour Force: Language Proficiency Levels (2008 CLMS)	7
Table 4.2.1 Cree Labour Force: School Attendance (2008 CLMS)	9
Table 4.3.1 Cree Labour Force: Educational Achievement Levels (2008 CLMS)	11
Table 4.4.1 Cree Labour Force: Major Fields of Study (2008 CLMS)	12
Table 5.2.1 Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)	16
Table 5.3.1 Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	19
Table 5.3.2 Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	20
Table 5.4.1 Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	22
Table 5.5.1 Cree Labour Force: Employment Status (2008 CLMS)	24

## LIST OF FIGURES

	Page
Figure 1.2.1 Cree Labour Force by Community (2008 CLMS)	1
Figure 1.2.2 Cree Labour Force: Age Structure (2008 CLMS)	2
Figure 1.2.3 Cree Labour Force: Age/Gender Structure (2008 CLMS)	2
Figure 3.2.1 Cree Labour Force: Language Proficiency Levels (2008 CLMS)	8
Figure 4.2.1 Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)	10
Figure 4.3.1 Cree Labour Force: Educational Achievement Levels (2008 CLMS)	12
Figure 4.4.1 Cree Labour Force: Major Fields of Study (2008 CLMS)	14
Figure 5.2.1 Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)	17
Figure 5.2.2 Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)	18
Figure 5.2.3 Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)	18
Figure 5.3.1 Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	21
Figure 5.3.2 Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	21
Figure 5.4.1 Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	23
Figure 5.5.1 Cree Labour Force: Permanent, Temporary, and Seasonal Employment Status (2008 CLMS)	24
Figure 5.5.2 Cree Labour Force: Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)	25

## **Executive Summary**

### **Labour Force Dynamics: Cree Labour Force, Potential Size and Estimated New Job Requirements**

#### **Cree Labour Force**

As of March 31, 2008, the Cree labour force consisted of 9,245 individuals and is expected to increase at a rate of approximately 2.6% per year, over the 2008-2013 period.

The Cree labour force is characterized by a youthful demographic structure, where:

- 28.8% is between 15-24 years of age;
- 48.8% is between 25-44 years of age; and
- 22.4% is between 45-64 years of age.

The youthful demographic structure is a direct result of the high population growth experienced over the past decade(s). In essence, the youthful demographic structure of the Cree population has translated into a young and rapidly expanding labour force.

#### **Potential Size and Estimated New Job Requirements**

Projections on the potential size and new job requirements estimate that the Cree labour force:

- will increase to 8,445 by 2013, a 12.2% increase of approximately 2.4 % per year;
- will require the creation of approximately 2,650 new jobs (530 new jobs per year) to attain full employment levels by 2013; and
- will require the creation of approximately 700 new jobs (140 new jobs per year) to maintain the 2008 employment levels in 2013 or to just prevent the unemployment levels from deteriorating over the 2008-2013 period.

The high number of new job requirements to attain full employment levels or to maintain the 2008 employment levels in 2013 or to just prevent the unemployment levels from deteriorating over the 2008-2013 period are a direct result of the youthful demographic structure of the Cree population.



## **Language: Language Proficiency Levels**

### **Language Proficiency Levels**

The analysis of the language proficiency levels of the Cree labour force reveals that:

- 98.7% is able to speak in the Cree language, 98.7% in the English language and 37.2% in the French language;
- 97.5% is able to speak in the Cree and English languages, 36.6% in the Cree and French languages, 37.0% in the English and French languages and 36.4% in the Cree, English and French languages; and
- 22.1% is able to write in the Cree language, 95.4% in the English language and 26.5% in the French language.

The Cree language is predominately the non-official language spoken, the English language is predominately the official language spoken and written then the French language spoken.

## **Education: School Attendance, Educational Achievement Levels and Major Fields of Study**

### **School Attendance**

The analysis of the school attendance of the Cree, 15-24 years of age group, for the 2007-2008 academic year, reveals that:

- 57.0% were not attending school; and
- 43.0% were attending school.

All or a majority of the individuals that indicated that they were attending school during the 2007-2008 academic year, were attending school on a full-time basis.

### **Educational Achievement Levels**

The analysis of the educational achievement levels for the Cree labour force that were not attending school reveals that:

- 3.1% possess none (no formal education);
- 62.7% possess a grade 9 without a secondary graduation certificate and less;
- 11.8% possess a grade 9 and over with a secondary graduation certificate
- 25.5% possess a post-secondary educational level (with and without a certificate, diploma or degree); and

- 15.9% possess post-secondary qualifications level (with a certificate, diploma or degree) above the high school.

The percentage of the Cree labour force with a less than a post-secondary educational level is high when compared with the percentage with a post-secondary educational level (with or without a certificate, diploma or degree).

### **Major Fields of Study**

The analysis on the post-secondary qualifications and major fields of study of the Cree labour force that were not attending school reveals that 15.9 % of the Cree labour force possess post-secondary qualifications (with a certificate, diploma or degree) above the high school level with strong interest in four of the eleven major fields of study:

- the educational, recreational and counseling services;
- the commerce, management and business administration;
- the social sciences and related fields; and
- the engineering & applied sciences & technologies fields of study.

There is very little variation in the distribution; these four major fields of study account for 78.2% of the Cree labour force with post-secondary qualifications.

### **Labour Market Activity:**

#### **Participation and Unemployment Rates and the Employment to Population Ratios, Industry, Occupation and Employment Status**

#### **Participation and Unemployment Rates and the Employment to Population Ratios**

The analysis of the Cree labour market reveals high participation and unemployment rates and a low employment to population ratio:

- the participation rate stood at 81.4% and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 56.8%;
- the unemployment rate stood at 22.8% and was low across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 41.9% and the 45-64 years of age group showing a lower unemployment rate of 14.6%; and
- the employment to population ratio stood at 62.8% and was low across all of the major age groups with the 15-64 and the 15-24 years of age groups showing lower employment to population ratios of 62.8% and 33.2%, respectively.

The high participation and unemployment rates that characterized the Cree labour market indicate that the Cree labour market has only been able to absorb a small percentage of the existing labour force and the low employment to population ratio indicates that the Cree labour market has only been able to utilize a small percentage of the existing labour force pool.

## **Industry**

The analysis of the industry classifications to determine where the Cree employed labour force found employment reveals that the majority found employment in the tertiary industries, followed by the primary and then the secondary industries.

- 23.8% found employment in the primary;
- 10.3% found employment in the secondary; and
- 65.9% found employment in the tertiary industries.

More specifically, the majority found employment in six of the eleven major industry classifications:

- the agriculture, forestry, fishing and hunting;
- the public administration;
- the educational services;
- the health and social services;
- the construction; and
- the wholesale and retail trade industries

There is very little variation in the distribution; these six industry classifications account for 84.1% of the Cree employed labour force. The data does reveal the prevalent imbalance in the distribution, where the majority find employment in the tertiary industries and very few find employment in the primary and secondary industries.

## **Occupation**

The analysis of the occupational classifications to determine where the Cree employed labour force found employment reveals that the majority found employment in five of the eleven main occupational classifications:

- the primary;
- the management, business, finance and administrative;
- the sales and services;
- the social science, education, government services and religion;
- the trades, transport and equipment operators and related occupations.

There is very little variation in the distribution; these five occupational classifications account for 87.5% of the Cree employed labour force.

### **Employment Status**

The analysis of the employment status reported by the Cree employed labour force reveals that:

- 54.2% were employed on a permanent basis;
- 18.8% were employed on a temporary basis; and
- 27.0% were employed on seasonal basis.

The majority of all positions reported were permanent and full time positions; 54.2% were permanent positions and 91.5%, regardless of their permanent, temporary and seasonal status, were full-time positions and 8.5% were part-time positions.

## 1.0 Cree Labour Force Dynamics

### 1.1 Introduction

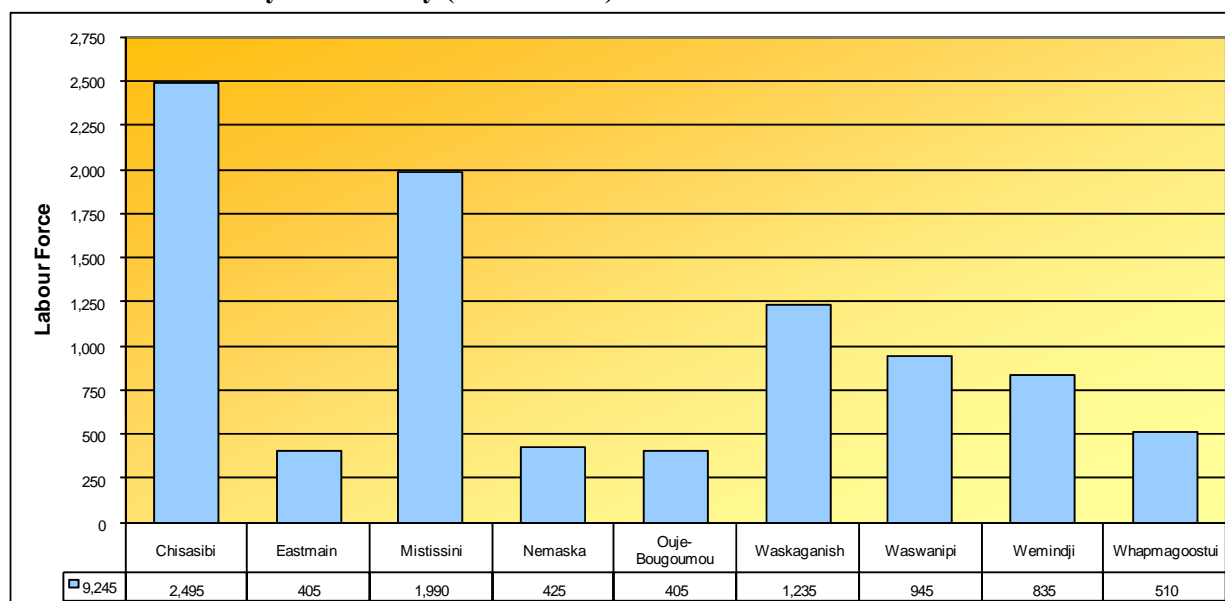
This section provides an analysis of the Cree labour force. It examines its size and age/gender distribution.

### 1.2 Cree Labour Force

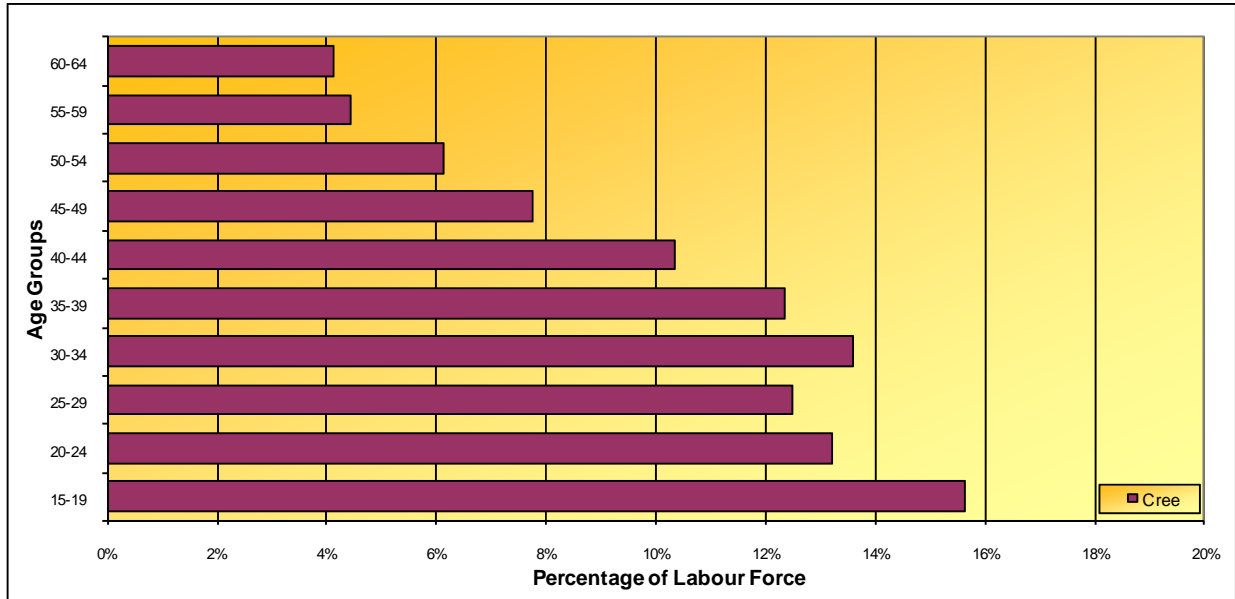
As of March 31, 2008, the Cree labour force consisted of 9,245 individuals and based on the basic analysis of emerging demographic trends and is expected to increase at a rate of approximately 2.6% per year, over the 2008-2013 period.

Figure 1.2.1 shows the Cree labour force of the nine Cree communities, Figure 1.2.2 shows the Cree labour force distribution and Figure 1.2.3 shows the Cree labour force age/gender distribution.

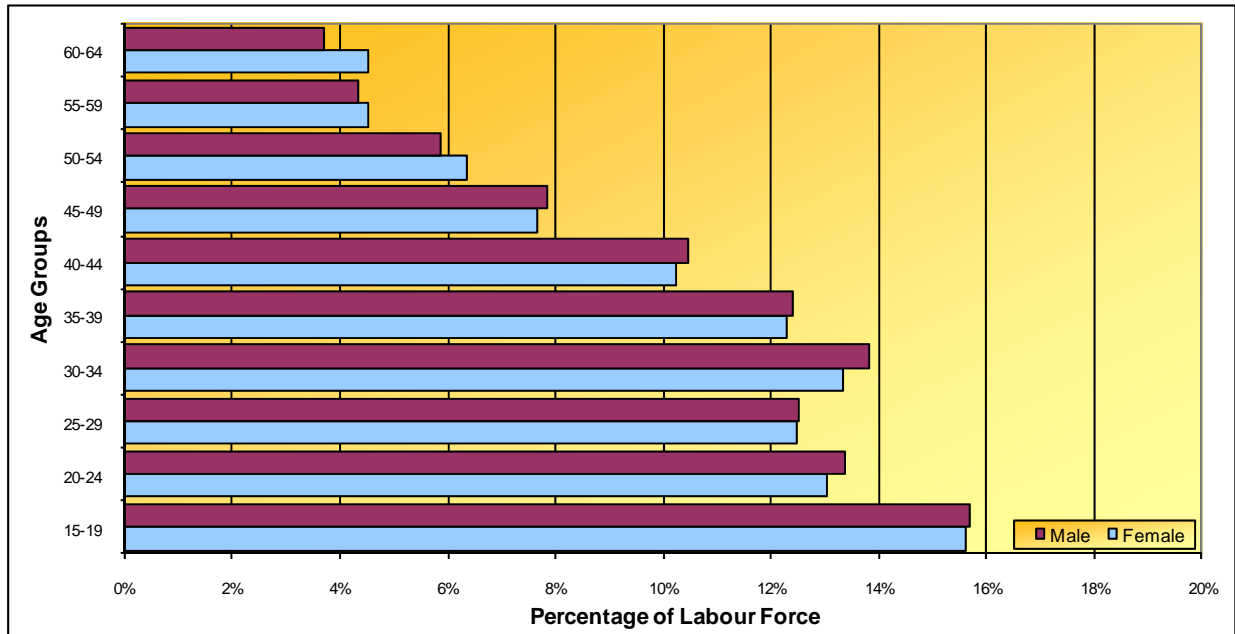
**Figure 1.2.1**  
Cree Labour Force by Community (2008 CLMS)



**Figure 1.2.2**  
Cree Labour Force: Age Structure (2008 CLMS)



**Figure 1.2.3**  
Cree Labour Force by Age/Gender (2008 CLMS)



The Cree labour force distribution shows a youthful demographic structure, where a greater number of the labour force is distributed near the bottom and decreasing numbers moving towards the top. The youthful demographic structure is clearly evident in the age/gender distribution of the Cree labour force; 28.8% is between 15-24 years of age (29.0% for males and

28.5% for females), 48.8% is between 25-44 years of age (49.2% for males and 48.4% for females) and 22.4% is between 45-64 years of age (21.8% for males and 23.1% for females).

This youthful demographic structure can be expected to continue into the next decade. In essence, the youthful demographic structure of the Cree population has translated into a young and rapidly expanding labour force: a direct result of the phenomenally high population growth rate brought about by a combination of factors such as; high fertility rates, an increase in the number of females entering their fertility years (15-49 years of age), low infant mortality rates and improved health care services which bring about increases in the life expectancy at birth and at 65 years of age<sup>1</sup>. A combination of factors that guarantees a sustained population growth that eventually translates into a young and rapidly expanding labour force.

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<sup>1</sup> These factors were discussed in detail in the “Nine Cree Communities of Eeyou Istchee, Statistical Profile from the 2003 Cree labour Market Survey, March 2005, Part I, Section 2.2, p.7.

## 2.0 Cree Labour Force: Potential Size

### 2.1 Introduction

This section provides an analysis of the potential size of the Cree labour force and the corresponding estimated number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013.

It should be noted that these estimates do not include the effects of in/out migration or the late registration of births and deaths. These estimates are not predictions but rather they are attempts to establish plausible scenarios, based on the basic analysis of emerging demographic trends and given the fact that any projections of the potential size of the Cree labour force that are based on past estimates become less and less reliable as the time frame is extended, the estimates derived here are limited to the 2008-2013 period.

### 2.2 Cree Labour Force: Potential Size

As with any population, the age structure of the Cree population determines the growth pattern of the Cree labour force. A population that is characterized by a youthful demographic that ensures a high number of expected new labour market entrants over the 2008-2013 period.

The estimated potential size of the Cree labour force uses basic projection analysis, the 2008 male and female participation rates of Cree labour force and an assumed 0.0% participation rates for those individuals who will be leaving the Cree labour market. Incorporating the actual male and female participation rates in the estimation, and assuming a 0.0% participation rate for those individuals who will be leaving the Cree labour market will allow for the estimation of the total number of individuals who will become/remain active participants in the Cree labour market so that the potential size of the Cree labour force can be estimated, given the population data. Table 2.2.1 shows the resulting estimates of the potential size of the Cree labour force for the 2008-2013 period.

**Table 2.2.1  
Cree Labour Force: Potential Size (2008 CLMS)**

Community	2008 Labour Force			2009-2013 Entrants			2013 Labour Force		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Chisasibi	2,050	1,070	980	225	130	95	2,275	1,200	1,075
Eastmain	330	175	155	35	20	15	365	195	170
Mistissini	1,540	790	750	160	100	60	1,705	890	815
Nemaska	370	200	170	35	20	15	405	215	190
Ouje-Bougoumou	320	165	160	60	35	25	380	195	185
Waskaganish	1,040	530	510	140	75	65	1,180	610	570
Waswanipi	730	410	320	120	75	45	850	485	365
Wemindji	725	375	350	75	40	35	795	410	385
Whapmagoostoui	415	220	195	75	45	30	490	260	230
<b>Total</b>	<b>7,525</b>	<b>3,935</b>	<b>3,585</b>	<b>920</b>	<b>530</b>	<b>390</b>	<b>8,445</b>	<b>4,470</b>	<b>3,975</b>



Based on these estimates, the Cree labour force will have increased to 8,445 by 2013, a 12.2% increase of approximately 2.4% per year.

### **2.3 Cree Labour Force: Estimated New Job Requirements**

As with any population, the age structure of the population determines the growth pattern of the labour force and when combined with the male and female participation and unemployment rates of the labour force determines the growth pattern of the new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013. With a population that is characterized by a youthful demographic structure and a labour market that is characterized by high participation and unemployment rates: a high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 can be expected with absolute certainty.

The estimates on the total number of new jobs requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Cree labour force uses basic projection analysis, the actual 2008 male and female participation and unemployment rates of the Cree labour force and an assumed 0.0% participation rate for those individuals who will be leaving the Cree labour market. Incorporating the actual male and female participation and unemployment rates in the estimation and assuming a 0.0% participation rate for those individuals who will be leaving the Cree labour market will allow for the estimation of the total number of individuals who will become/remain active participants and the total number of individuals who will be unemployed in the Cree labour market and, hence, allow for the estimation of the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013, given the population data. Table 2.3.1 shows the resulting estimates on the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Cree labour force.

**Table 2.3.1  
Cree Labour Force: Estimated New Job Requirements (2008 CLMS)**

<b>Community</b>	<b>Number of new job requirements to attain full employment levels in 2013</b>	<b>Number of new job requirements to maintain 2008 employment levels in 2013</b>
Chisasibi	630	180
Eastmain	70	30
Mistissini	515	125
Nemaska	95	30
Ouje-Bougoumou	110	50
Waskaganish	550	80
Waswanipi	305	85
Wemindji	180	65
Whapmagoostoui	190	55
<b>Total</b>	<b>2,650</b>	<b>700</b>

The Cree labour force will have increased to 8,445 by 2013 and in order to attain full employment levels in 2013, an estimated 2,650 new jobs would be required (530 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 700 new jobs

would be required (140 new jobs per year). The Cree population has experienced a high population growth over the past decade(s) that has resulted in a large increase in the Cree labour force due to the high number of individuals entering the Cree labour market that are not being equally offset by the number of individuals leaving the Cree labour market. The data clearly shows that there are and will be more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013.

### 3.0 Cree Labour Force: Language Proficiency Levels

#### 3.1 Introduction

This section provides an analysis of the language proficiency levels of the Cree labour force.

The language section of the CLMS asked individuals, 15-64 years of age, to indicate the language(s) they are able to communicate in (spoken only and spoken and written). It was set up to capture all of the language(s), official and non-official languages the individual is able to communicate in, so multiple responses were allowed.

It should be noted that the analysis on the language proficiency levels only deals with the Cree, English and French languages even though there may be other languages that may have been indicated by the Cree labour force.

#### 3.2 Cree Population: Language Proficiency Levels

Individuals, 15-64 years of age, were asked to indicate the language(s) they are able to communicate in (spoken only and spoken and written). Table 3.2.1 shows the language characteristics of the Cree labour force. The data is presented so that the indicated language(s) (spoken only and spoken and written) covers all of the language(s) that were indicated as a single response or as a multiple response, as a percentage of the Cree labour force.

**Table 3.2.1  
Cree Labour Force Population: Language Proficiency Levels (2008 CLMS)**

Labour Force (15-64 years of age) Language(s)	Cree	
	Spoken only	Spoken and Written
Cree	98.7%	22.1%
English	98.7%	95.4%
French	37.2%	26.5%
Cree and English	97.5%	21.2%
Cree and French	36.6%	8.1%
English and French	37.0%	25.4%
Cree, English and French	36.4%	7.9%

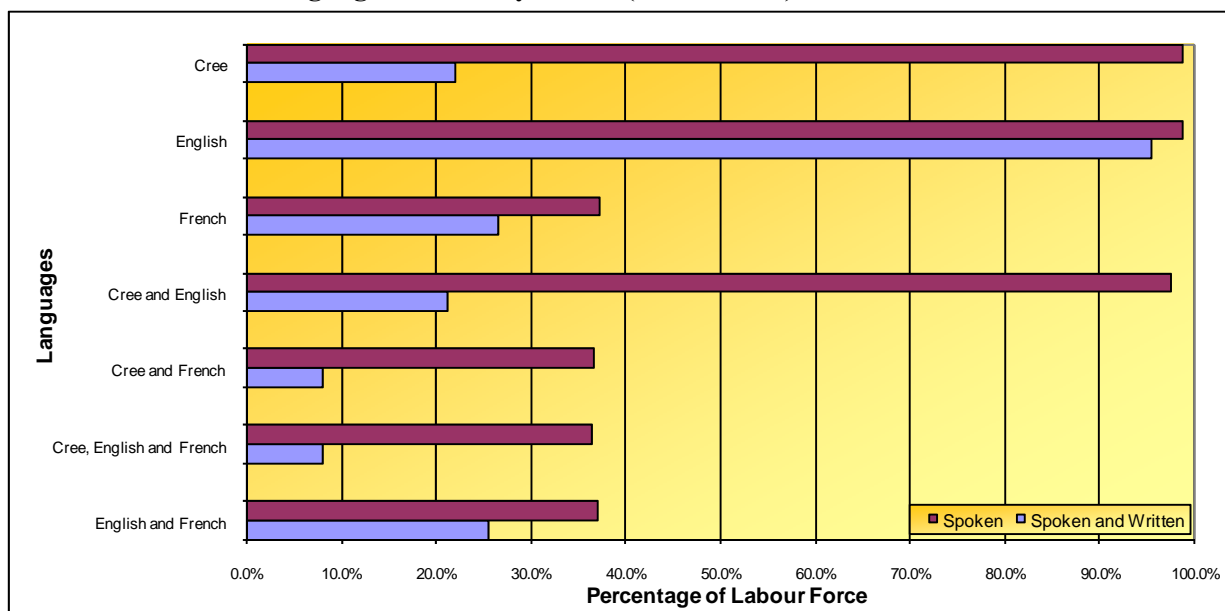
The data shows that 98.7% of the Cree labour force is able to speak in the Cree language, 98.7% in the English language and 37.2% is able to speak in the French language. There is a high percentage that indicated that it is able to speak in more than one language; in the Cree and English, in the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. The Cree and the English languages are predominantly indicated in the spoken only category, while

the English language is also predominantly indicated in both the spoken only and in the spoken and written categories, 98.7% and 22.1%, 98.7% and 95.4%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentages of 37.2% and 26.5%, respectively.

There is also a large segment of the Cree labour force that cannot write in the Cree language; 22.1% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 95.4% and 26.5%, respectively. This is similar for the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French languages. The percentage that indicated that it is able to write in the English and French languages is higher than the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French because of the higher percentage that indicated that it is able to write in the English and in the French languages compared to the percentage that indicated that it is able to write in the Cree language.

Figure 3.2.1 shows the language proficiency levels of the Cree labour force, graphically.

**Figure 3.2.1**  
**Cree Labour Force: Language Proficiency Levels (2008 CLMS)**



Overall, the data clearly shows that the Cree language is predominately the non-official language spoken and the English language is predominately the official language spoken and written then the French language spoken and written.

#### **4.0 Cree Labour Force: School Attendance and Educational Achievement Levels and Major Fields of Study**

##### **4.1 Introduction**

This section provides an analysis of the school attendance, the educational achievement levels and the major fields of study of the Cree labour force.

The education section of the CLMS asked individuals, 15-64 years of age, to provide information on their educational background. To indicate their current educational status, the highest grade of elementary or high school attended (completed or not), the highest year of university or any other non-university completed, their major field of study and full-time or part-time status.

##### **4.2 Cree Labour Force: School Attendance**

Individuals, 15-64 years of age, were asked if they had or were currently attending school during the 2007-2008 academic year and, if so, to indicate either high school, college, university or other and to specify full-time or part-time attendance. This allowed for the identification of the school attendance and full-time and part-time attendance levels. Table 4.2.1 shows the school attendance and full-time and part-time attendance of the Cree, 15-24 years of age group.

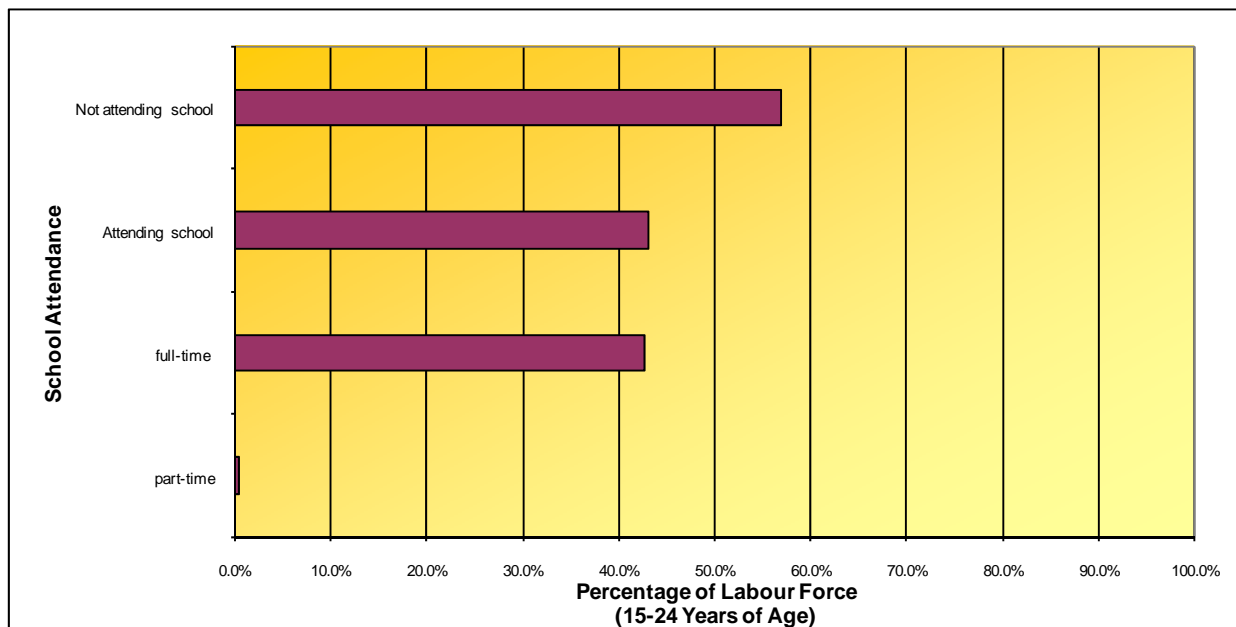
**Table 4.2.1  
Cree Labour Force:  
School Attendance, 15-24 Years of Age (2008 CLMS)**

<b>Labour Force (15-24 years of age) School Attendance</b>	<b>Cree</b>
Not attending school	57.0%
Attending school	43.0%
Full-time	42.6%
Part-time	0.4%

The school attendance of the Cree, 15-24 years of age group, for the 2007-2008 academic year, is low; 43.0% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 42.6% were attending school on a full-time basis and 0.4% on a part-time basis.

Figure 4.2.1 shows the school attendance, full-time and part-time attendance of the Cree, 15-24 years of age groups, graphically.

**Figure 4.2.1**  
**Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)**



Overall, the school attendance of the Cree, 15-24 years of age group is low and all or a majority of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis.

It is important to note that, in general, for all populations, full-time school attendance is higher among the younger age groups and generally decline in the older age groups and since the analysis is limited to the 15-24 years of age group where most of these individuals were attending high school or attending a post-secondary educational institution at some point, during the 2007-2008 academic year, both requiring full-time attendance, hence, the high full-time school attendance reported.

### 4.3 Cree Labour Force: Educational Achievement Levels

Individuals, 15-64 years of age, were asked to indicate their highest grade of elementary or high school attended (completed or not) and/or the highest level of university or any other non-university completed. This allowed for the identification of the highest educational level attained so that it could be classified according to the eleven standard educational achievement level classifications. The educational achievement level classification an individual falls into is determined by their highest level of education. For example, an individual with both a college diploma and a university degree would fall in the university with bachelor's degree or higher classification. Table 4.3.1 shows the educational achievement levels of the Cree labour force that were *not attending school*.

**Table 4.3.1**  
**Cree Labour Force:**  
**Educational Achievement Levels (2008 CLMS)**

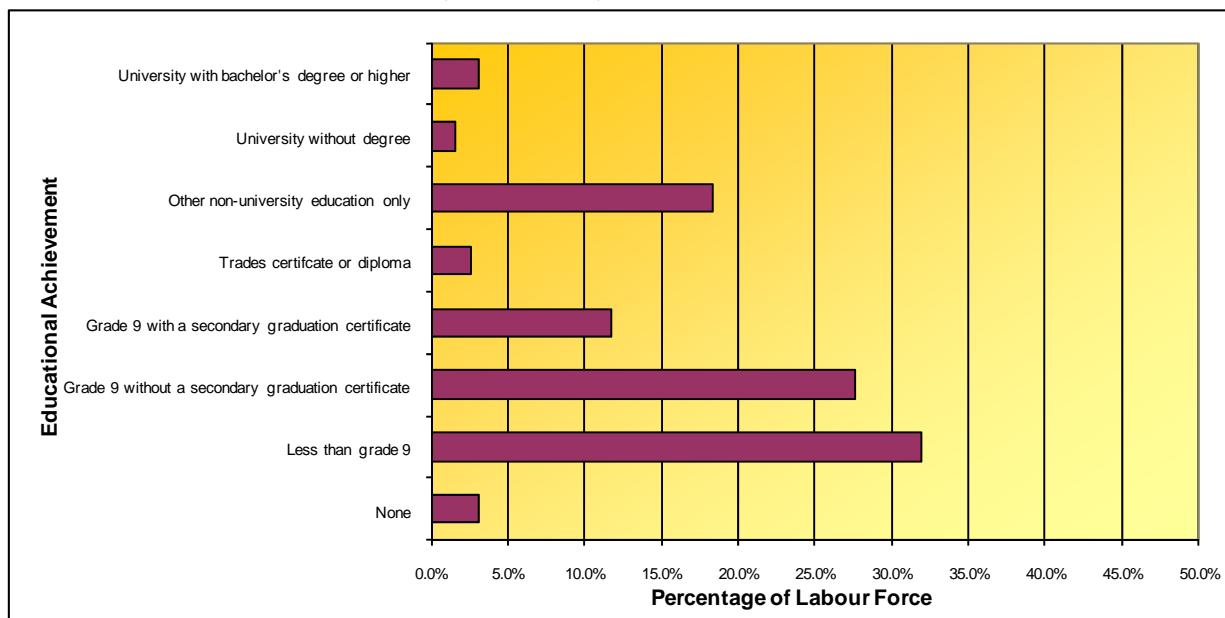
Labour Force (15-64 years of age) Educational Achievement Level	Cree
None	3.1%
Less than grade 9	31.9%
Grade 9 without a secondary graduation certificate	27.7%
Grade 9 with a secondary graduation certificate	11.8%
Trades certificate or diploma	2.5%
Some postsecondary without degree, certificate or diploma	0.0%
Other non-university education without certificate or diploma	9.7%
Other non-university education with certificate or diploma	8.7%
University without degree without certificate or diploma	0.0%
University without degree with certificate or diploma	1.5%
University with bachelor's degree or higher	3.1%

The percentage of the Cree labour force with less than a post-secondary educational level is high; 74.5% possess a less than a post-secondary educational level, 62.7% possess a grade 9 without a secondary graduation certificate and less and 11.8% possess a grade 9 and over with a secondary graduation certificate.

The percentage of the Cree labour force with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low with the trades certificate or diploma, the other non-university education without certificate or diploma and the other non-university education with certificate or diploma showing slightly higher percentages; 25.5 % possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 15.9% possess post-secondary qualifications above the high school level. As a percentage of the labour force with post-secondary qualifications (with a certificate, diploma or a degree); 16.8% possess trades certificate or diploma, 53.9% possess other non-university education with certificate or diploma, 9.9% possess university without degree with certificate or diploma and 19.4% possess university bachelor's degree or higher.

Figure 4.3.1 shows the educational achievement levels of the Cree labour force that were *not attending school*, graphically.

**Figure 4.3.1**  
**Cree Labour Force:**  
**Educational Achievement Levels (2008 CLMS)**



Overall, the percentage of the Cree labour force with less than a post-secondary educational level is high with the grade 9 without a secondary graduation certificate and the grade 9 with a secondary graduation certificate showing slightly higher percentages. The percentage with a post-secondary educational level (with or without a certificate, diploma or degree) and/or (with a certificate, diploma or degree) are both low but with the trades certificate or diploma, the other non-university education without certificate or diploma and the other non-university education with certificate or diploma showing slightly higher percentages.

It is important to note that the educational achievement levels normally reported include individuals that are still in school and this tends to skew the educational achievement levels. This is clearly evident in the two educational achievement level classifications: the less than grade 9 and the grade 9 and over without a secondary graduation certificate. Before any adjustments were made for the “*not attending school*,” these two classifications account for approximately 61.6% of the Cree labour force. After the adjustments were made, these two classifications account for approximately 59.7% of the Cree labour force. The unadjusted data on the educational achievement levels of the Cree labour force is provided in Appendix C: Cree Labour Force by Community, Education: School Attendance; Educational Achievement Levels and Major Fields of Study.

With respect to the trades certificate or diploma classification: trades certificate or diploma are considered as “*post-secondary qualifications*” in the educational achievement level analysis,



even though completion of secondary school may not have been a prerequisite for some trade apprenticeships programs.

#### **4.4 Cree Labour Force: Major Fields of Study**

Individuals, 15-64 years of age, with post-secondary qualifications, were asked to specify their major field of study at the highest level of university or any other non-university completed. This allowed for the identification of the major fields of study so that they could be classified according to the eleven standard major fields of study classifications. Table 4.4.1 shows the major fields of study of the Cree labour force with post-secondary qualifications that were *not attending school*.

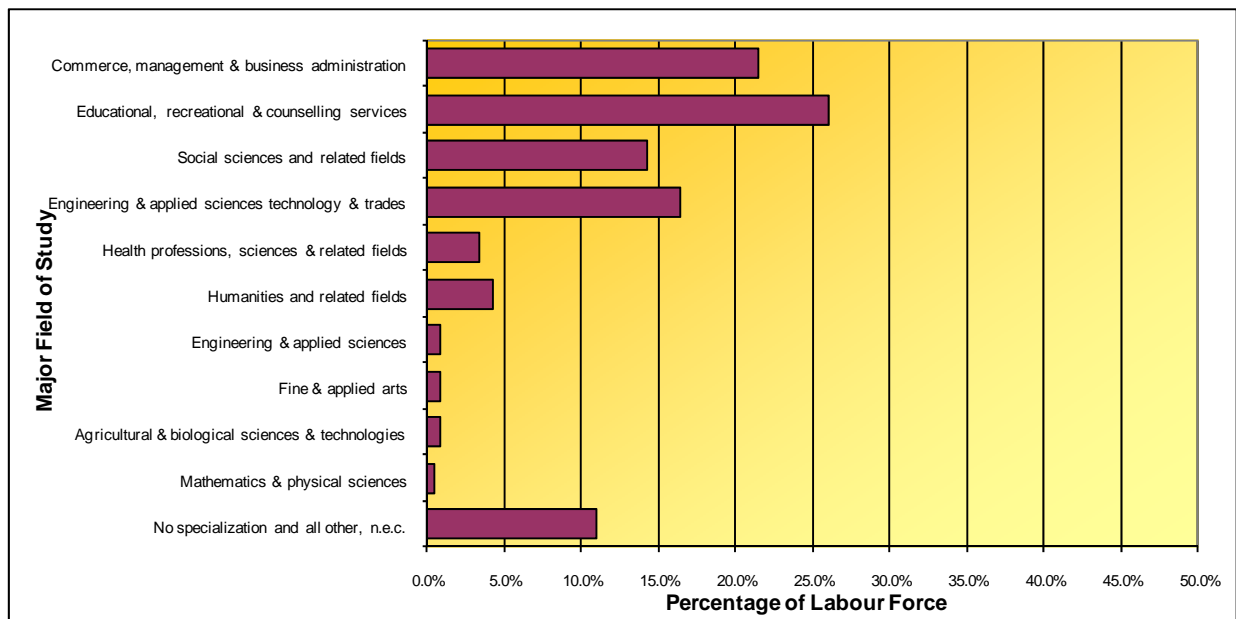
**Table 4.4.1  
Cree Labour Force: Major Fields of Study (2008 CLMS)**

<b>Labour Force (15-64 years of age) Major Field of Study</b>	<b>Cree</b>
Educational, recreational & counselling services	26.1%
Fine & applied arts	0.8%
Humanities and related fields	4.2%
Social sciences and related fields	14.3%
Commerce, management & business administration	21.4%
Agricultural & biological sciences & technologies	0.8%
Engineering & applied sciences	0.8%
Engineering & applied sciences technology & trades	16.4%
Health professions, sciences & related fields	3.4%
Mathematics & physical sciences	0.4%
No specialization and all other, n.e.c.	10.9%

The percentage of the Cree labour force, with post-secondary qualifications (with a certificate, diploma or degree) is low; 15.9% possess post-secondary qualifications and the four major fields of study account for 78.2% of the Cree labour force with a post-secondary educational qualifications; 26.1% showed a strong interest in the educational, recreational and counseling services fields, 21.4% showed a strong interest in the commerce, management and business administration fields, 16.4% showed a strong interest in the engineering and applied sciences, technology and trades fields and 14.3% showed a strong interest in the social sciences and related fields and of study.

Figure 4.4.1 shows the major fields of study of the Cree labour force with post-secondary qualifications that were *not attending school*, graphically.

**Figure 4.4.1**  
**Cree Labour Force: Major Fields of Study (2008 CLMS)**



Overall, there is very little variation in the major fields of study. The major fields of study of the Cree labour force are mainly concentrated in four major fields and a high percentage, almost half, of the Cree labour force possessed post-secondary qualification in two of the four major fields of study; the educational, recreational and counseling services fields and the commerce, management and business administration fields.

## **5.0 Cree Labour Force: Labour Market Activity**

### **5.1 Introduction**

This section provides an analysis of the labour market activity of the Cree labour force; the participation, the unemployment rates, the employment to population ratios, the industry and occupation classifications (broad groups) and the employment status.

The employment and the employment history sections of the CLMS asked individuals, 15-64 years of age, to provide information on their labour market status (employed/unemployed) and on their current/previous employment (occupation and employment status, etc.).

### **5.2 Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios**

Individuals, 15-64 years of age, were asked to indicate their labour market status and, if unemployed, to indicate whether or not they were actively seeking employment at the time of, or during the 4-week period prior to the CLMS (March 2, 2008 to March 29, 2008). This allowed for the participation and unemployment rates and the employment to population ratios, three of the most widely used indicators of the labour market activity to be determined. The participation rate refers to the labour force who, at the time of the CLMS, were actively seeking employment as a percentage of the total labour force, 15-64 years of age; the unemployment rate refers to the total labour force who, at the time of the CLMS, were unemployed but were actively seeking employment as a percentage of the total labour force, 15-64 years of age; and the employment to population ratio refers to the labour force who, at the time of the CLMS, were employed as a percentage of the total population, 15-64 years of age. Table 5.2.1 shows the 2008 labour force participation and unemployment rates and the employment to population ratios of the Cree labour force.

**Table 5.2.1**  
**Cree Labour Force:**  
**Participation and Unemployment Rates and the Employment to Population Ratios (2008 CLMS)**

Labour Force (15-64 years of age) Participation and Unemployment Rates and Employment to Population Ratios	Cree
<b>Participation rate</b>	<b>81.4%</b>
Male	85.3%
Female	77.4%
<b>Unemployment rate</b>	<b>22.8%</b>
Male	27.0%
Female	18.1%
<b>Employment to population ratio</b>	<b>62.8%</b>
Male	62.3%
Female	63.4%

In 2008, the Cree labour market was characterized by high participation and unemployment rates and a low employment to population ratio.

The participation rate stood at 81.4% (85.3% for the males and 77.4% for the females) was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 56.8% (46.6% for the males and 55.4% for the females). The participation rates by gender show that the male participation rates were consistently higher than those of the females across all of the major age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 46.6%. The female participation rate were also high across all of the major age groups with the 15-64 and the 15-24 years of age groups showing lower participation rates of 77.4% and 55.4%, respectively.

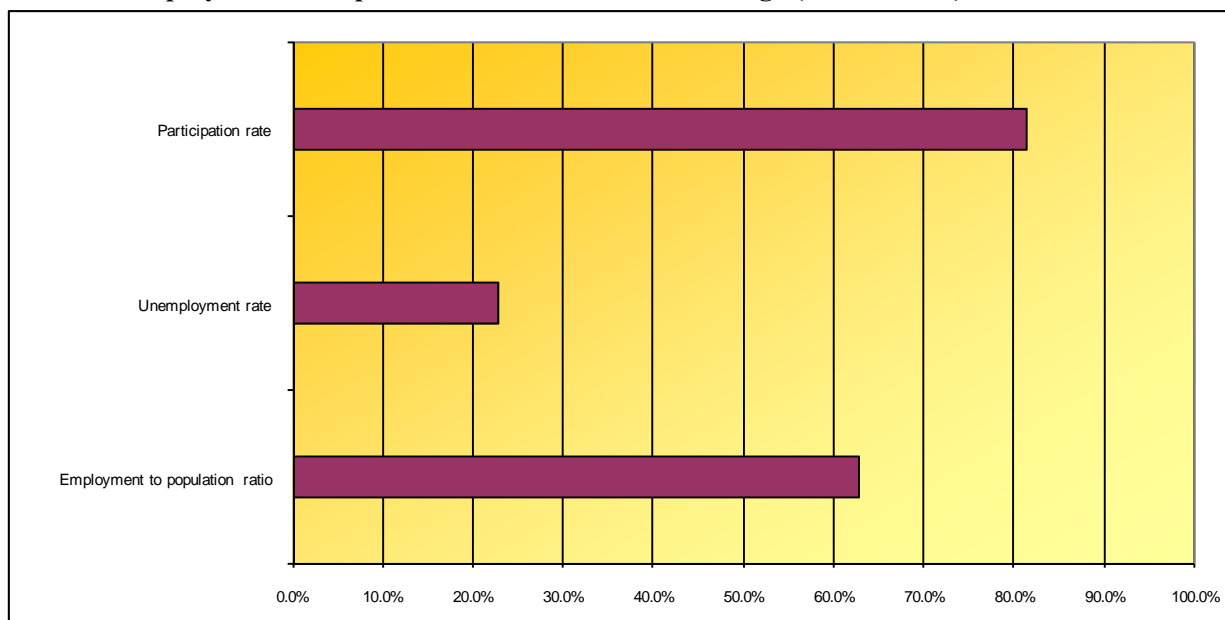
The unemployment rate stood at 22.8% (27.0% for the males and 18.1% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 41.9% (46.6% for the males and 36.7% for the females) and the 45-64 years of age group showing a lower unemployment rate of 14.6% (19.4% for the males and 9.6% for the females). The unemployment rates by gender show that the male unemployment rates were consistently higher than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 46.6% and the 45-64 years of age group showing a lower unemployment rate of 19.4%. The female unemployment rates were also high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 36.7% and the 45-64 years of age group showing a lower unemployment rate of 9.6%.

The employment to population ratio stood at 62.8% (62.3% for the males and 63.4% for the females) and was low across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment ratios of 62.8% (62.3% for the males and 63.4% for the

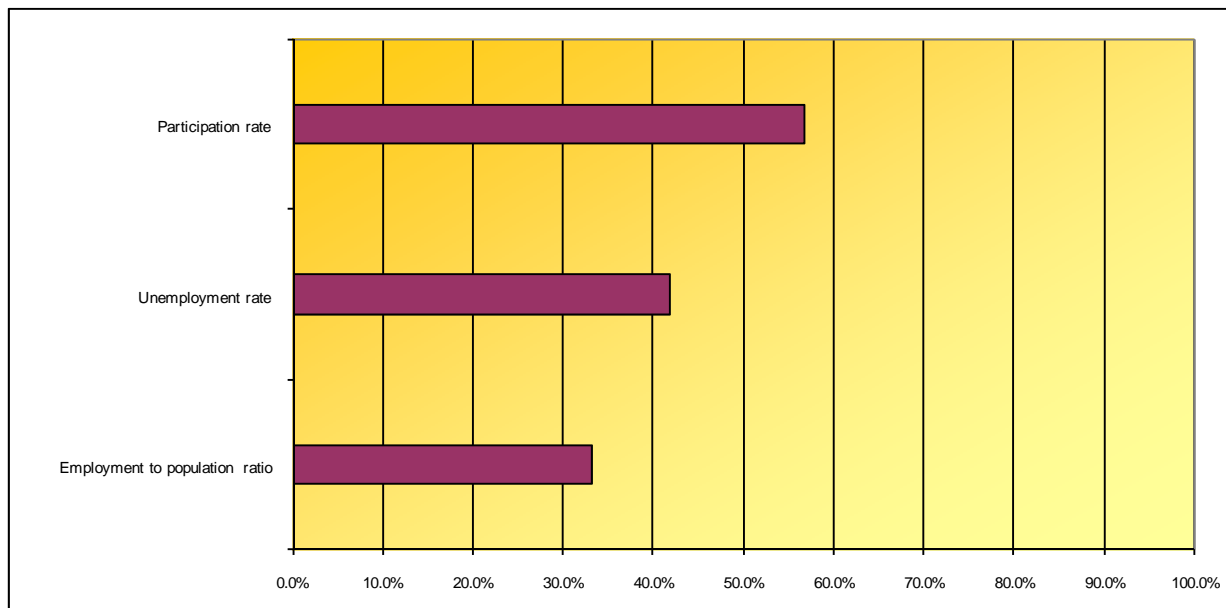
females) and 33.2% (32.3% for the males and 35.1% for the females, respectively, and the 45-64 years of age group showing a higher employment to population of 78.6% (76.9% for the males and 80.3% for the females). The employment to population ratios by gender show that the male employment to population ratios were consistently lower than those of the females across all of the major age groups with the 25-44 years of age group showing a higher employment to population ratio of 73.4% (72.1% for the females). The male employment to population ratios were high with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 62.3% and 32.3%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 76.9%. The female employment to population ratios were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 63.4% and 35.1%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 80.3%.

Figure 5.2.1 shows the participation and unemployment rates and the employment to population ratio of the Cree labour force, 15-64 years of age, Figure 5.2.2 shows the participation and unemployment rates and the employment to population ratio of the Cree labour force, 15-24 years of age group and Figure 5.2.3 shows the participation and unemployment rates and the employment to population ratio of the Cree labour force, 25-64 years of age group, graphically.

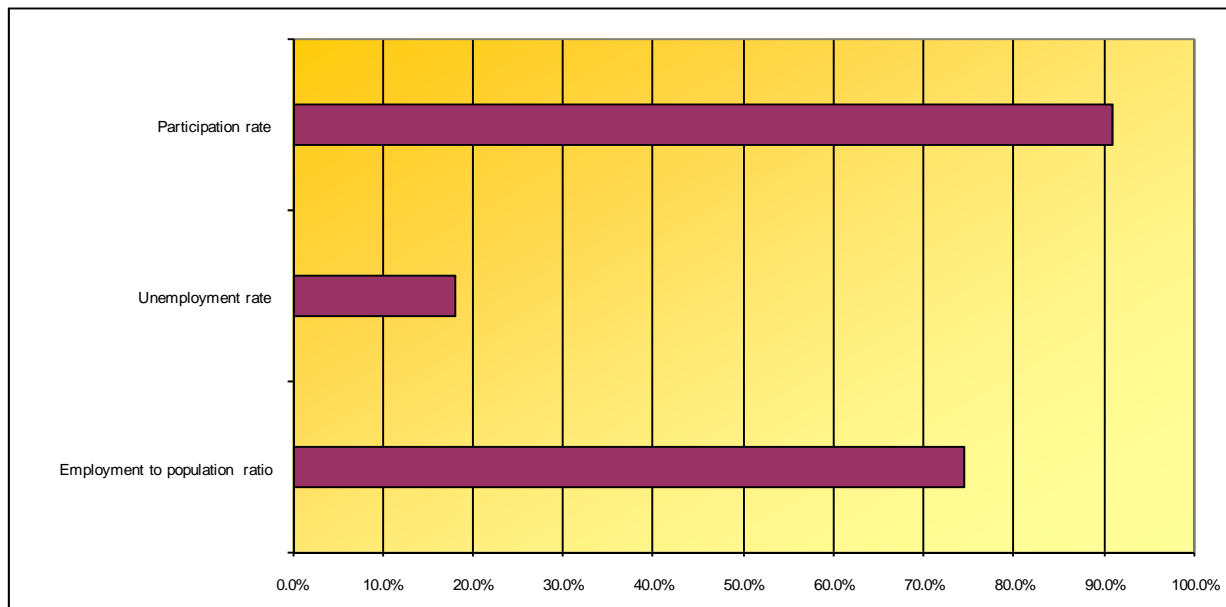
**Figure 5.2.1**  
**Cree Labour Force: Participation and Unemployment Rates**  
**and the Employment to Population Ratio, 15-64 Years of Age (2008 CLMS)**



**Figure 5.2.2**  
**Cree Labour Force: Participation and Unemployment Rates**  
**and the Employment to Population Ratio, 15-24 Years of Age (2008 CLMS)**



**Figure 5.2.3**  
**Cree Labour Force: Participation and Unemployment Rates**  
**and the Employment to Population Ratio, 25-64 Years of Age (2008 CLMS)**



Overall, the Cree labour force participation and unemployment rates were high across all the major age groups and the employment to population ratios were low across all of the major age

groups with the 15-24 years of age group showing a lower participation rate, a higher unemployment rate and the 15-64 and 15-24 years of age groups showing lower employment to population ratios.

The high participation and unemployment rates that characterized the Cree labour market indicate that the Cree labour market has only been able to absorb a small percentage of its existing labour force and the low employment to population ratio indicates that the Cree labour market has only been able to utilize a low percentage of its existing labour force pool. The data clearly shows that there were a high number of individuals entering the Cree labour market that were not being equally offset by the number of individuals leaving the Cree labour market. There were more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated at approximately 2.4% per year, is not likely improve the performance of, and could pose a seriously strain on the labour force absorption capacity of the Cree labour market. This phenomenon, given the relatively young Cree population and the high population growth rate, can be expected to continue throughout the coming decade(s).

### **5.3 Cree Labour Force: Industry Classification**

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the identification of the industry where the individual found employment so that it could be classified according to the three main industry sectors as well as to the twenty-one industry classifications of the 2001 North American Industry Classification System (NAICS).

The three main industry sectors are; the primary industries, which includes agriculture, forestry, mining , hunting and fishing and other resource based industries; the secondary industries, which includes manufacturing, construction, transportation and storage and communication industries; and the tertiary industries, which includes wholesale and retail trades, finance, insurance, real estate, business services, government, accommodation, food, and beverage and other service industries. Table 5.3.1 shows the main industry sectors where the Cree labour force found employment.

**Table 5.3.1  
Cree Labour Force: Industry Sectors (2008 CLMS)**

<b>Labour Force (15-64 years of age) Industry</b>	<b>Cree</b>
Primary	23.8%
Secondary	10.3%
Tertiary	65.9%

The secondary and tertiary industry account for 89.7% of all the jobs for the Cree employed labour force; 23.8% found employment in the primary industry, 10.3% in the secondary industry and 65.9% in the tertiary industry. Alternatively, for every 100 jobs created; approximately 66 jobs were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 10 jobs were created in the secondary industry by the construction and transportation related activities and 24 jobs were created in the primary industry by the agriculture, forestry, fishing and hunting and mining activities. The data takes hunting and trapping into account since this activity was practiced by approximately 22.0% of the Cree employed labour force. Table 5.3.2 shows the main industry classifications where the Cree employed labour force found employment.

**Table 5.3.2  
Cree Labour Force: Industry Classification (2008 CLMS)**

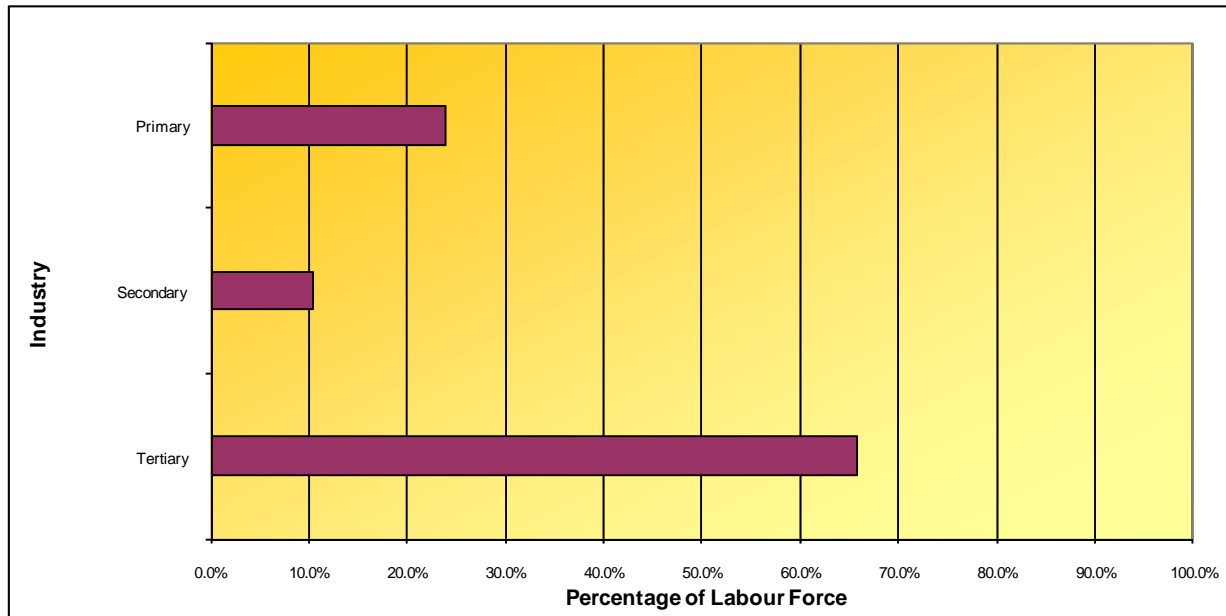
Labour Force (15-64 years of age) Industry	Cree
Agriculture, forestry, fishing and hunting	22.0%
Mining and oil and gas extraction	0.4%
Manufacturing	0.0%
Construction industries	8.7%
Transportation and storage industries	0.9%
Communications and other utility industries	0.1%
Wholesale and retail trade industries	4.7%
Information and cultural industries	0.4%
Finance, insurance, real estate industries	1.0%
Professional, scientific and technical services	0.1%
Management of companies and enterprises	1.9%
Business and services industries	0.0%
Administrative and support, waste management and remedial services	0.0%
Government services industries	0.0%
Educational services industries	15.8%
Health and social services industries	11.7%
Arts, entertainment and recreation	1.3%
Accommodation, food and beverage industries	3.3%
Other service industries (except public administration)	0.4%
Public administration	21.2%
Industry not elsewhere classified	6.3%

Six major industry classifications account for 84.1% of the Cree employed labour force; 22.0% found employment in the agriculture, forestry, fishing and hunting, 21.2% found employment in the public administration, 15.8% found employment in the educational services, 11.7% found employment in the health and social services, 8.7% found employment in the construction and 4.7% found employment in the wholesale and retail trade industries.

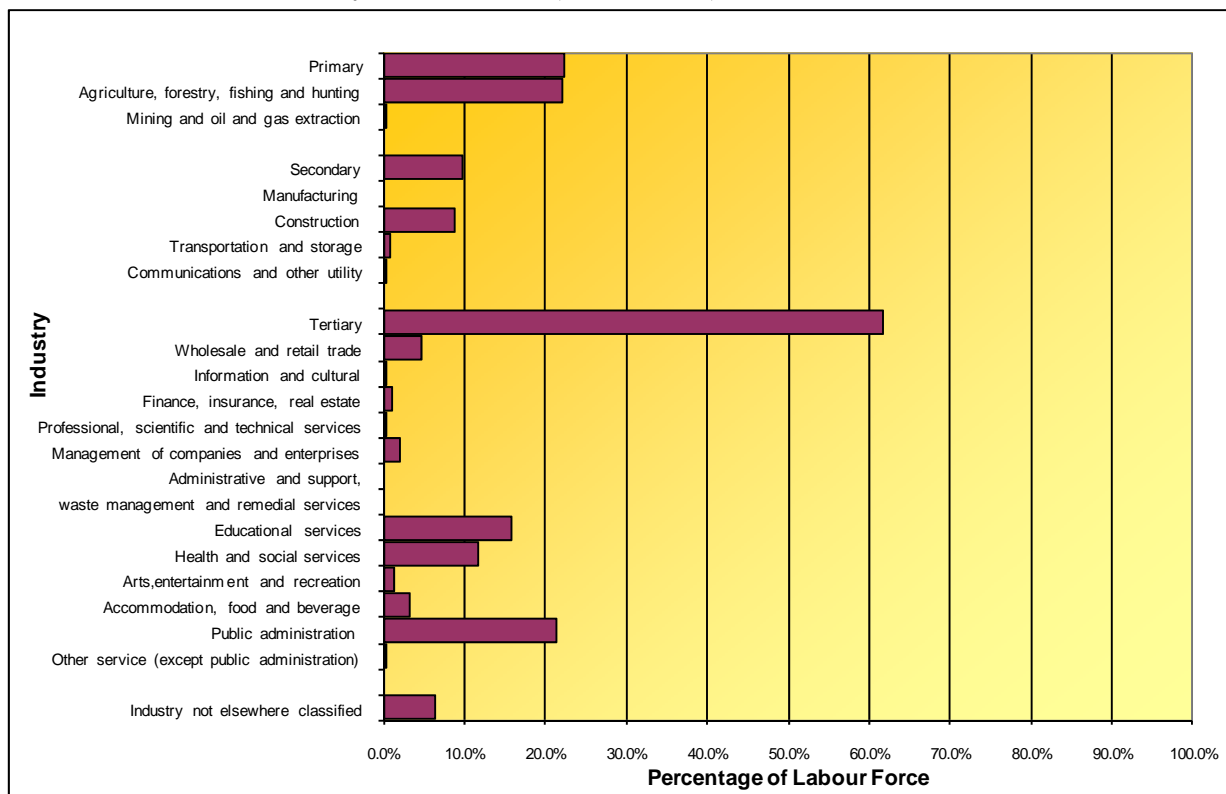
Figure 5.3.1 shows the main industry sectors where the Cree employed labour force found employment and Figure 5.3.2 shows the main industry classifications where the Cree employed labour force found employment, graphically.



**Figure 5.3.1**  
**Cree Labour Force: Industry Sector (2008 CLMS)**



**Figure 5.3.2**  
**Cree Labour Force: Industry Classification (2008 CLMS)**



Overall, the data shows very little variation in the industry distribution of the Cree employed labour force. The industries where the Cree employed labour force found employment are mainly concentrated in six major industries and a high percentage, almost three-quarters of the Cree employed labour force, found employment in four of the six major industries; the agriculture, forestry, fishing and hunting, the public administration, the educational services and the health and social services industries. The data does clearly show a prevalent imbalance in the industry distribution, where the majority find employment in the tertiary industries and very few find employment in the primary and secondary industries.

#### **5.4 Cree Labour Force: Occupation Classification**

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the occupation of the individual to be identified so that it could be classified according to the eleven standardized 2001 National Occupational Classification Codes (NOC). Table 5.4.1 shows the main occupation classification of the Cree employed labour force.

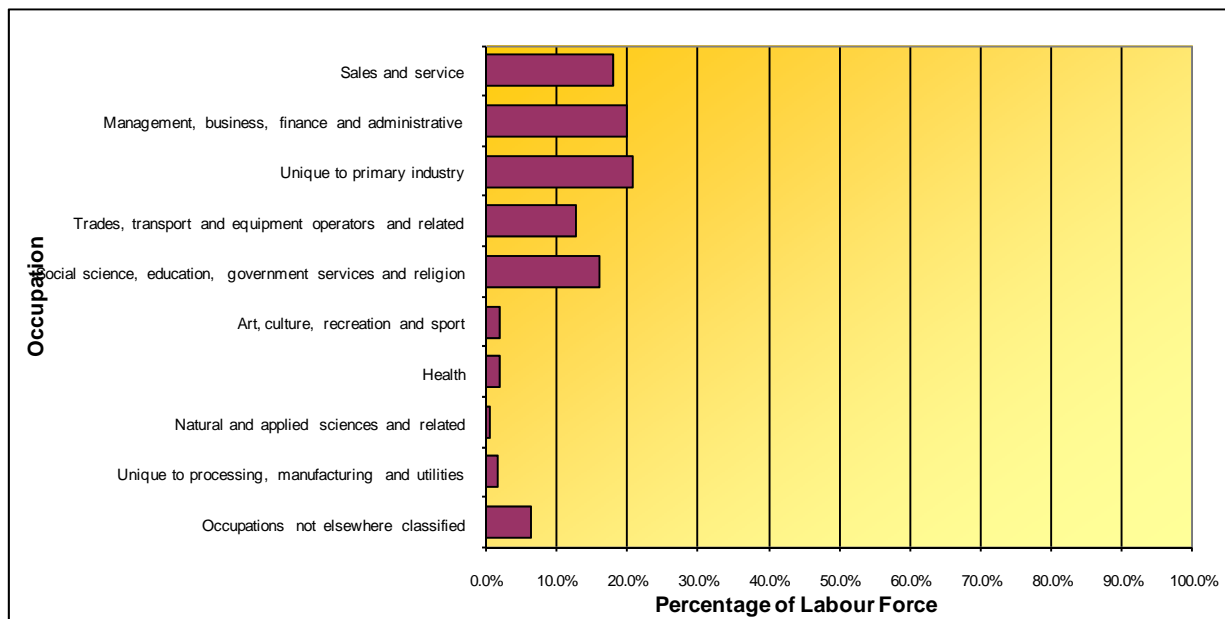
**Table 5.4.1  
Cree Labour Force: Occupation Classification (2008 CLMS)**

<b>Labour Force (15-64 years of age) Occupation</b>	<b>Cree</b>
Management, business, finance and administrative occupations	19.9%
Natural and applied sciences and related occupations	0.6%
Health occupations	1.8%
Occupations in social science, education, government services and religion	16.0%
Art, culture, recreation and sport occupations	2.0%
Sales and service occupations	17.9%
Trades, transport and equipment operators and related occupations	12.8%
Occupations unique to primary industry	20.9%
Occupations unique to processing manufacturing and utilities	1.5%
Occupations not elsewhere classified	6.5%

Five of the largest occupational groups account for 87.5% of the Cree employed labour force: 20.9% found employment in the primary, 19.9% found employment in the management, business, finance and administrative, 17.9% the sales and services and 16.0% found employment in the social science, education, government services and religion and 12.8 % found employment in the trades, transport and equipment operators and related occupations.

Figure 5.4.1 shows the main occupation classifications of the Cree employed labour force, graphically.

**Figure 5.4.1**  
**Cree Labour Force: Occupation Classification (2008 CLMS)**



Overall, the data shows very little variation in the occupation distribution of the Cree employed labour force. The occupations where the Cree employed labour force found employment are mainly concentrated in five occupational groups and a high percentage, almost two-thirds of the Cree employed labour force, found employment in three of the five largest occupational groups; the primary, the management, business, finance and administrative and the sales and services occupations.

### 5.5 Cree Labour Force: Employment Status

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the employment status of the individual to be determined so that it could be classified according to the standard employment status classifications. Table 5.5.1 shows the employment status of the Cree employed labour force.

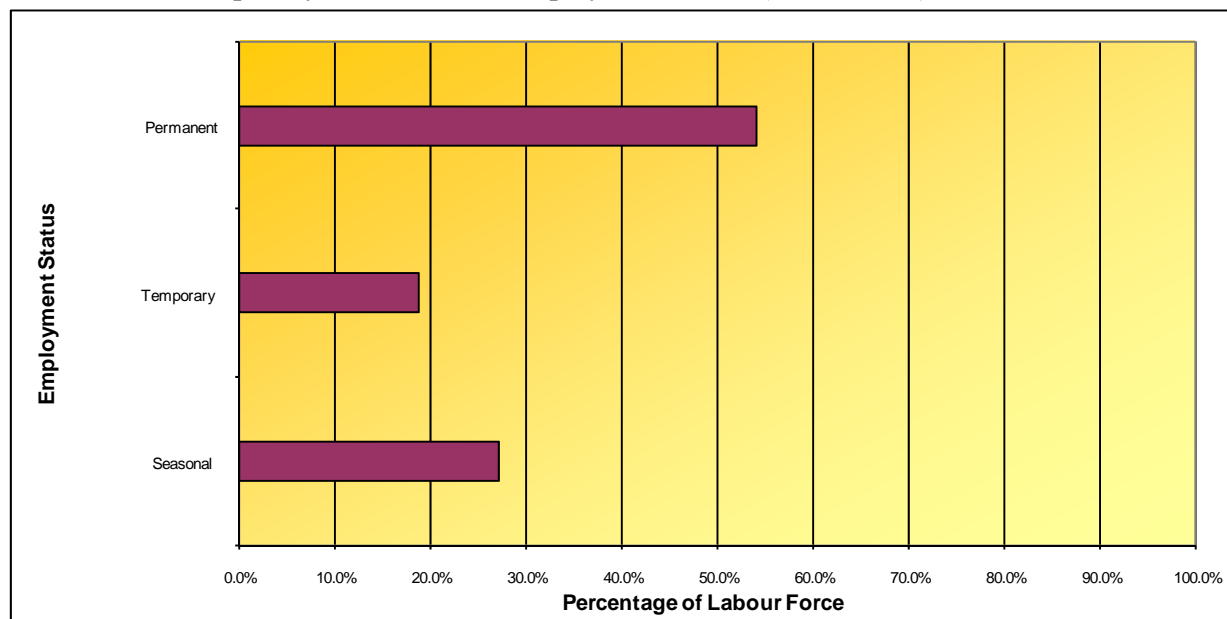
**Table 5.5.1  
Cree Labour Force: Employment Status (2008 CLMS)**

Labour Force (15-64 years of age) Employment Status	Cree
<b>Permanent</b>	<b>54.2%</b>
Full-time	93.4%
Part-time	6.6%
<b>Temporary</b>	<b>18.8%</b>
Full-time	83.6%
Part-time	16.4%
<b>Seasonal</b>	<b>27.0%</b>
Full-time	99.3%
Part-time	0.7%

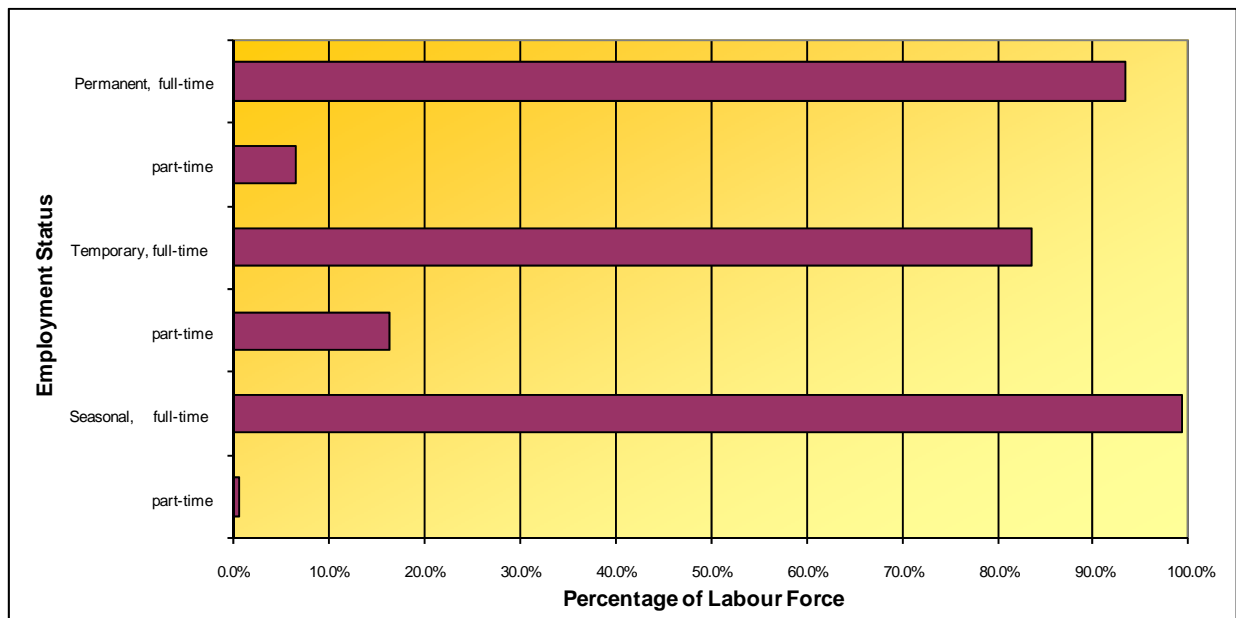
The majority of all positions reported by the Cree employed labour force were also permanent and full-time positions; 54.2% were employed on a permanent basis (93.4% full-time and 6.6% part-time), 18.8% on a temporary basis (83.6% full-time and 16.4% part-time) and 27.0% on a seasonal basis (99.3% full-time and 0.7% part-time).

Figure 5.5.1 shows the permanent, temporary, and seasonal employment status of the Cree labour force and Figure 5.5.2 show the permanent, temporary, seasonal, full-time and part-time employment status of the Cree labour force, graphically.

**Figure 5.5.1  
Cree Labour Force:  
Permanent, Temporary, and Seasonal Employment Status (2008 CLMS)**



**Figure 5.5.2**  
**Cree Labour Force:**  
**Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)**



Overall, the majority of all positions reported by the Cree employed labour force were permanent and full-time positions, 54.2% were permanent positions and 93.1% of all the positions reported, regardless of their permanent, temporary and seasonal status were full-time positions (6.9% were part-time positions).

## **APPENDICES**

**Cree Labour Force  
(As of March 31, 2008)**

**Appendix A:**

**Cree Labour Force  
(As of March 31, 2008)**

**by**

**Community**

**Total Labour Force  
(15-64 years of age)**

**Age and Gender;  
5-Year Age Groups; and  
Major Age Groups.**

**Table: A1 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Age and Gender (As of March 31, 2008)**

Community	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje-Bougoumou	Waskaganish	Waswanipi	Wemindji	Whapmagoostui
<b>Characteristics</b>										
<b>Population (15-64 Years of Age)</b>										
<b>Total</b>	<b>9,245</b>	<b>2,495</b>	<b>405</b>	<b>1,990</b>	<b>425</b>	<b>405</b>	<b>1,235</b>	<b>945</b>	<b>835</b>	<b>510</b>
15-19	1,450	385	75	295	55	65	210	155	105	110
20-24	1,210	355	55	245	55	45	175	115	110	60
25-29	1,155	280	45	280	75	55	130	130	110	50
30-34	1,255	355	50	285	55	65	140	125	125	60
35-39	1,145	305	50	240	45	65	160	110	100	65
40-44	960	240	50	200	45	40	130	100	90	60
45-49	710	190	30	145	30	25	115	80	60	45
50-54	570	150	20	130	40	25	75	60	45	25
55-59	410	115	20	80	15	10	55	40	50	20
60-64	380	120	10	90	15	10	45	30	40	15
<b>Male</b>	<b>4,615</b>	<b>1,230</b>	<b>205</b>	<b>980</b>	<b>230</b>	<b>210</b>	<b>595</b>	<b>495</b>	<b>405</b>	<b>255</b>
15-19	730	190	45	145	30	40	90	80	45	60
20-24	610	180	25	115	30	25	90	60	55	35
25-29	570	135	25	145	40	25	50	75	50	30
30-34	640	190	25	140	30	35	70	60	60	25
35-39	580	155	20	120	20	30	80	65	50	30
40-44	480	110	25	100	25	20	70	50	50	30
45-49	360	90	15	75	15	15	55	40	35	20
50-54	275	65	10	60	20	10	40	35	20	10
55-59	200	55	10	40	10	5	30	20	20	10
60-64	170	60	5	40	10	5	20	10	20	5
<b>Female</b>	<b>4,635</b>	<b>1,265</b>	<b>200</b>	<b>1,010</b>	<b>195</b>	<b>195</b>	<b>640</b>	<b>445</b>	<b>430</b>	<b>255</b>
15-19	720	195	30	150	25	25	120	70	60	50
20-24	600	175	30	130	25	20	85	60	55	25
25-29	585	145	20	135	35	30	80	60	60	20
30-34	615	165	25	145	25	30	70	60	65	35
35-39	565	150	30	120	25	35	80	45	50	35
40-44	480	130	25	100	20	20	60	50	40	30
45-49	350	100	15	70	15	10	60	35	25	25
50-54	300	85	10	70	15	15	35	25	25	15
55-59	210	60	10	40	5	5	25	20	30	10
60-64	210	60	5	50	5	5	25	20	20	10

Note: Due to data rounding, the figures may not always add up to the totals



**Table: A2 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Age and Gender (As of March 31, 2008)**

Community	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje-Bougoumou	Waskaganish	Waswanipi	Wemindji	Whapmagoostui
<b>Characteristics</b>										
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
15-19	15.7%	15.4%	18.5%	14.8%	12.9%	16.0%	17.0%	16.4%	12.6%	21.6%
15-24	28.8%	29.7%	32.1%	27.1%	25.9%	27.2%	31.2%	28.6%	25.7%	33.3%
20-24	13.1%	14.2%	13.6%	12.3%	12.9%	11.1%	14.2%	12.2%	13.2%	11.8%
25-44	48.8%	47.3%	48.1%	50.5%	51.8%	55.6%	45.3%	49.2%	50.9%	46.1%
25-64	71.2%	70.3%	67.9%	72.9%	75.3%	72.8%	68.8%	71.4%	74.3%	66.7%
45-64	22.4%	23.0%	19.8%	22.4%	23.5%	17.3%	23.5%	22.2%	23.4%	20.6%
15-49 Female	42.3%	42.5%	43.2%	42.7%	40.0%	42.0%	44.9%	40.2%	42.5%	43.1%
<b>Male</b>	<b>49.9%</b>	<b>49.3%</b>	<b>50.6%</b>	<b>49.2%</b>	<b>54.1%</b>	<b>51.9%</b>	<b>48.2%</b>	<b>52.4%</b>	<b>48.5%</b>	<b>50.0%</b>
15-19	15.8%	15.4%	22.0%	14.8%	13.0%	19.0%	15.1%	16.2%	11.1%	23.5%
15-24	29.0%	30.1%	34.1%	26.5%	26.1%	31.0%	30.3%	28.3%	24.7%	37.3%
20-24	13.2%	14.6%	12.2%	11.7%	13.0%	11.9%	15.1%	12.1%	13.6%	13.7%
25-44	49.2%	48.0%	46.3%	51.5%	50.0%	52.4%	45.4%	50.5%	51.9%	45.1%
25-64	71.0%	69.9%	65.9%	73.5%	73.9%	69.0%	69.7%	71.7%	75.3%	62.7%
45-64	21.8%	22.0%	19.5%	21.9%	23.9%	16.7%	24.4%	21.2%	23.5%	17.6%
<b>Female</b>	<b>50.1%</b>	<b>50.7%</b>	<b>49.4%</b>	<b>50.8%</b>	<b>45.9%</b>	<b>48.1%</b>	<b>51.8%</b>	<b>47.1%</b>	<b>51.5%</b>	<b>50.0%</b>
15-19	15.5%	15.4%	15.0%	14.9%	12.8%	12.8%	18.8%	15.7%	14.0%	19.6%
15-24	28.5%	29.2%	30.0%	27.7%	25.6%	23.1%	32.0%	29.2%	26.7%	29.4%
20-24	12.9%	13.8%	15.0%	12.9%	12.8%	10.3%	13.3%	13.5%	12.8%	9.8%
25-44	48.4%	46.6%	50.0%	49.5%	53.8%	59.0%	45.3%	48.3%	50.0%	47.1%
25-64	71.5%	70.8%	70.0%	72.3%	74.4%	76.9%	68.0%	70.8%	73.3%	70.6%
45-64	23.1%	24.1%	20.0%	22.8%	20.5%	17.9%	22.7%	22.5%	23.3%	23.5%

Note: Due to data rounding, the figures may not always add up to the totals

**Table: A3 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Age and Gender (As of March 31, 2008)**

Community Characteristics	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje-Bougoumou	Waskaganish	Waswanipi	Wemindji	Whapmagoostui
<b>Total</b>	<b>100.0%</b>	<b>27.0%</b>	<b>4.4%</b>	<b>21.5%</b>	<b>4.6%</b>	<b>4.4%</b>	<b>13.4%</b>	<b>10.2%</b>	<b>9.0%</b>	<b>5.5%</b>
15-19	15.7%	4.2%	0.8%	3.2%	0.6%	0.7%	2.3%	1.7%	1.1%	1.2%
15-24	28.8%	8.0%	1.4%	5.8%	1.2%	1.2%	4.2%	2.9%	2.3%	1.8%
20-24	13.1%	3.8%	0.6%	2.7%	0.6%	0.5%	1.9%	1.2%	1.2%	0.6%
25-44	48.8%	12.8%	2.1%	10.9%	2.4%	2.4%	6.1%	5.0%	4.6%	2.5%
25-64	71.2%	19.0%	3.0%	15.7%	3.5%	3.2%	9.2%	7.3%	6.7%	3.7%
45-64	22.4%	6.2%	0.9%	4.8%	1.1%	0.8%	3.1%	2.3%	2.1%	1.1%
15-49 Female	42.3%	11.5%	1.9%	9.2%	1.8%	1.8%	6.0%	4.1%	3.8%	2.4%
<b>Male</b>	<b>100.0%</b>	<b>26.7%</b>	<b>4.4%</b>	<b>21.2%</b>	<b>5.0%</b>	<b>4.6%</b>	<b>12.9%</b>	<b>10.7%</b>	<b>8.8%</b>	<b>5.5%</b>
15-19	15.8%	4.1%	1.0%	3.1%	0.7%	0.9%	2.0%	1.7%	1.0%	1.3%
15-24	29.0%	8.0%	1.5%	5.6%	1.3%	1.4%	3.9%	3.0%	2.2%	2.1%
20-24	13.2%	3.9%	0.5%	2.5%	0.7%	0.5%	2.0%	1.3%	1.2%	0.8%
25-44	49.2%	12.8%	2.1%	10.9%	2.5%	2.4%	5.9%	5.4%	4.6%	2.5%
25-64	71.0%	18.6%	2.9%	15.6%	3.7%	3.1%	9.0%	7.7%	6.6%	3.5%
45-64	21.8%	5.9%	0.9%	4.7%	1.2%	0.8%	3.1%	2.3%	2.1%	1.0%
<b>Female</b>	<b>100.0%</b>	<b>27.3%</b>	<b>4.3%</b>	<b>21.8%</b>	<b>4.2%</b>	<b>4.2%</b>	<b>13.8%</b>	<b>9.6%</b>	<b>9.3%</b>	<b>5.5%</b>
15-19	15.5%	4.2%	0.6%	3.2%	0.5%	0.5%	2.6%	1.5%	1.3%	1.1%
15-24	28.5%	8.0%	1.3%	6.0%	1.1%	1.0%	4.4%	2.8%	2.5%	1.6%
20-24	12.9%	3.8%	0.6%	2.8%	0.5%	0.4%	1.8%	1.3%	1.2%	0.5%
25-44	48.4%	12.7%	2.2%	10.8%	2.3%	2.5%	6.3%	4.6%	4.6%	2.6%
25-64	71.5%	19.3%	3.0%	15.7%	3.1%	3.2%	9.4%	6.8%	6.8%	3.9%
45-64	23.1%	6.6%	0.9%	5.0%	0.9%	0.8%	3.1%	2.2%	2.2%	1.3%

Note: Due to data rounding, the figures may not always add up to the totals

**Appendix B:**

**Cree Labour Force  
(As of March 31, 2008)**

**by**

**Community**

**Language Proficiency Levels:**

**Spoken Only;  
and Spoken and Written.**

**Table: B1 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Language (As of March 31, 2008)**

Community Characteristics	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje-Bougoumou	Waskaganish	Waswanipi	Wemindji	Whap-magoostui
<b>Language:</b>										
<b>Spoken</b>	<b>8,745</b>	<b>2,495</b>	<b>405</b>	<b>1,990</b>	<b>425</b>	<b>405</b>	<b>1235</b>	<b>945</b>	<b>835</b>	<b>-</b>
Cree	8,635	2,480	390	1,985	420	400	1225	925	810	-
English	8,630	2,485	400	1,925	420	400	1230	940	830	-
French	3,250	1,010	125	600	145	240	390	680	55	-
Other	0	0	0	0	0	0	0	0	0	-
Cree and English	8,530	2,465	390	1,920	415	395	1220	920	800	-
Cree and French	3,200	990	120	600	145	240	390	665	50	-
Cree and Other	0	0	0	0	0	0	0	0	0	-
English and French	3,235	1,005	125	595	145	240	390	680	55	-
English and Other	0	0	0	0	0	0	0	0	0	-
French and Other	0	0	0	0	0	0	0	0	0	-
Cree, English and French	3,185	985	120	595	145	240	390	665	50	-
Cree, English and Other	0	0	0	0	0	0	0	0	0	-
Cree, French and Other	0	0	0	0	0	0	0	0	0	-
English, French and Other	0	0	0	0	0	0	0	0	0	-
Cree, English, French and Other	0	0	0	0	0	0	0	0	0	-
<b>Spoken and Written</b>										
Cree	1,930	790	100	165	95	110	220	260	190	-
English	8,345	2,430	380	1,845	410	385	1195	890	810	-
French	2,315	725	75	440	110	150	295	475	50	-
Other	0	0	0	0	0	0	0	0	0	-
Cree and English	1,850	770	100	135	95	100	215	240	190	-
Cree and French	705	355	30	40	40	35	55	150	10	-
Cree and Other	0	0	0	0	0	0	0	0	0	-
English and French	2,225	715	70	420	105	145	275	445	45	-
English and Other	0	0	0	0	0	0	0	0	0	-
French and Other	0	0	0	0	0	0	0	0	0	-
Cree, English and French	695	355	30	40	40	35	55	135	10	-
Cree, English and Other	0	0	0	0	0	0	0	0	0	-
Cree, French and Other	0	0	0	0	0	0	0	0	0	-
English, French and Other	0	0	0	0	0	0	0	0	0	-
Cree, English, French and Other	0	0	0	0	0	0	0	0	0	-

*Note: Due to data rounding, the figures may not always add up to the totals*

**Table: B2 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Language (As of March 31, 2008)**

Community	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje-Bougoumou	Waskaganish	Waswanipi	Wemindji	Whap-magoostui
<b>Characteristics</b>										
<b>Language:</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
<b>Spoken</b>										
Cree	98.7%	99.4%	96.3%	99.7%	98.8%	98.8%	99.2%	97.9%	97.0%	-
English	98.7%	99.6%	98.8%	96.7%	98.8%	98.8%	99.6%	99.5%	99.4%	-
French	37.2%	40.5%	30.9%	30.2%	34.1%	59.3%	31.6%	72.0%	6.6%	-
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Cree and English	97.5%	98.8%	96.3%	96.5%	97.6%	97.5%	98.8%	97.4%	95.8%	-
Cree and French	36.6%	39.7%	29.6%	30.2%	34.1%	59.3%	31.6%	70.4%	6.0%	-
Cree and Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
English and French	37.0%	40.3%	30.9%	29.9%	34.1%	59.3%	31.6%	72.0%	6.6%	-
English and Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
French and Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Cree, English and French	36.4%	39.5%	29.6%	29.9%	34.1%	59.3%	31.6%	70.4%	6.0%	-
Cree, English and Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Cree, French and Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
English, French and Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Cree, English, French and Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
<b>Spoken and Written</b>										
Cree	22.1%	31.7%	24.7%	8.3%	22.4%	27.2%	17.8%	27.5%	22.8%	-
English	95.4%	97.4%	93.8%	92.7%	96.5%	95.1%	96.8%	94.2%	97.0%	-
French	26.5%	29.1%	18.5%	22.1%	25.9%	37.0%	23.9%	50.3%	6.0%	-
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Cree and English	21.2%	30.9%	24.7%	6.8%	22.4%	24.7%	17.4%	25.4%	22.8%	-
Cree and French	8.1%	14.2%	7.4%	2.0%	9.4%	8.6%	4.5%	15.9%	1.2%	-
Cree and Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
English and French	25.4%	28.7%	17.3%	21.1%	24.7%	35.8%	22.3%	47.1%	5.4%	-
English and Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
French and Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Cree, English and French	7.9%	14.2%	7.4%	2.0%	9.4%	8.6%	4.5%	14.3%	1.2%	-
Cree, English and Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Cree, French and Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
English, French and Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Cree, English, French and Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-

*Note: Due to data rounding, the figures may not always add up to the totals*

**Appendix C:**

**Cree Labour Force  
(As of March 31, 2008)**

**by**

**Community**

**Education:  
School Attendance;  
Educational Achievement Level;  
and  
Major Fields of Study.**

**Table: C1 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Education (As of March 31, 2008)**

Community	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje-Bougoumou	Waskaganish	Waswanipi	Wemindji	Whapmagoostui
<b>Characteristics</b>										
<b>Education:</b>										
<b>School Attendance (15-24 Years of Age)</b>	<b>2,500</b>	<b>740</b>	<b>130</b>	<b>540</b>	<b>110</b>	<b>105</b>	<b>385</b>	<b>270</b>	<b>215</b>	-
Not in school	1,425	495	70	260	65	40	230	125	140	-
In School	<b>1,075</b>	<b>245</b>	<b>60</b>	<b>280</b>	<b>45</b>	<b>65</b>	<b>155</b>	<b>145</b>	<b>75</b>	-
In school part-time	10	0	0	0	5	0	0	0	0	-
In school full-time	1,065	245	60	280	40	65	155	145	75	-
<b>Educational Achievement Level:</b>	<b>8,740</b>	<b>2,495</b>	<b>405</b>	<b>1,990</b>	<b>425</b>	<b>405</b>	<b>1,235</b>	<b>945</b>	<b>835</b>	-
None	<b>225</b>	<b>70</b>	<b>5</b>	<b>110</b>	<b>5</b>	<b>5</b>	<b>10</b>	<b>15</b>	<b>5</b>	-
Less than grade nine	<b>2,650</b>	<b>920</b>	<b>30</b>	<b>795</b>	<b>115</b>	<b>100</b>	<b>265</b>	<b>245</b>	<b>185</b>	-
Grade nine and over	<b>3,710</b>	<b>960</b>	<b>280</b>	<b>645</b>	<b>190</b>	<b>155</b>	<b>665</b>	<b>370</b>	<b>450</b>	-
without a high school diploma	2,735	745	205	520	110	125	490	225	315	-
with a high school diploma	980	220	75	125	85	30	170	145	135	-
Trade school certificate or diploma	<b>210</b>	<b>65</b>	<b>25</b>	<b>20</b>	<b>10</b>	<b>15</b>	<b>10</b>	<b>50</b>	<b>15</b>	-
Other non-university education only	<b>1,580</b>	<b>355</b>	<b>40</b>	<b>355</b>	<b>85</b>	<b>110</b>	<b>260</b>	<b>225</b>	<b>155</b>	-
without certificate or diploma	870	205	20	155	45	55	175	125	90	-
with a certificate or diploma	710	150	20	195	40	55	90	95	65	-
University without degree	<b>110</b>	<b>45</b>	<b>20</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>10</b>	<b>5</b>	<b>5</b>	-
without certificate or diploma	0	0	0	0	0	0	0	0	0	-
with a certificate or diploma	110	45	20	5	5	5	10	5	5	-
University with a B.A or higher	<b>245</b>	<b>80</b>	<b>10</b>	<b>60</b>	<b>10</b>	<b>10</b>	<b>15</b>	<b>35</b>	<b>25</b>	-
<b>Post-secondary Qualifications and Major Field of Study:</b>	<b>1,310</b>	<b>375</b>	<b>75</b>	<b>280</b>	<b>70</b>	<b>90</b>	<b>125</b>	<b>190</b>	<b>110</b>	-
Educational, recreational and counselling services	315	80	25	60	15	20	40	35	35	-
Fine and applied arts	10	10	0	0	0	0	0	0	0	-
Humanities and related fields	50	25	5	10	0	5	5	0	0	-
Social sciences and related fields	185	40	5	40	15	15	25	30	15	-
Commerce, management and business administration	300	90	10	80	15	25	20	45	20	-
Agriculture and biological sciences and technologies	25	15	0	0	0	0	0	10	0	-
Engineering and applied sciences	10	0	0	5	0	5	0	0	0	-
Engineering and applied sciences technology and trades	215	50	15	40	10	15	10	50	25	-
Health professions, sciences and related fields	45	20	5	10	0	0	5	5	5	-
Mathematics and physical sciences	5	0	0	0	0	0	0	5	0	-
No specialization and all other, n.e.c.	145	50	10	35	10	0	20	10	5	-

Note: Due to data rounding, the figures may not always add up to the totals

**Table: C2 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Education (As of March 31, 2008)**

Community	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje-Bougoumou	Waskaganish	Waswanipi	Wemindji	Whap-magoostui
<b>Characteristics</b>										
<b>Education:</b>										
<b>School Attendance (15-24 Years of Age)</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Not in school	57.0%	66.9%	53.8%	48.1%	59.1%	38.1%	59.7%	46.3%	65.1%	-
In School	43.0%	33.1%	46.2%	51.9%	40.9%	61.9%	40.3%	53.7%	34.9%	-
In school full-time	42.6%	33.1%	46.2%	51.9%	36.4%	61.9%	40.3%	53.7%	34.9%	-
In school part-time	0.4%	0.0%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	-
<b>Educational Achievement Level:</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
None	2.6%	2.8%	1.2%	5.5%	1.2%	1.2%	0.8%	1.6%	0.6%	-
Less than grade nine	30.3%	36.9%	7.4%	39.9%	27.1%	24.7%	21.5%	25.9%	22.2%	-
Grade nine and over	42.4%	38.5%	69.1%	32.4%	44.7%	38.3%	53.8%	39.2%	53.9%	-
without a high school diploma	31.3%	29.9%	50.6%	26.1%	25.9%	30.9%	39.7%	23.8%	37.7%	-
with a high school diploma	11.2%	8.8%	18.5%	6.3%	20.0%	7.4%	13.8%	15.3%	16.2%	-
Trade school certificate or diploma	2.4%	2.6%	6.2%	1.0%	2.4%	3.7%	0.8%	5.3%	1.8%	-
Other non-university education only	18.1%	14.2%	9.9%	17.8%	20.0%	27.2%	21.1%	23.8%	18.6%	-
without certificate or diploma	10.0%	8.2%	4.9%	7.8%	10.6%	13.6%	14.2%	13.2%	10.8%	-
with a certificate or diploma	8.1%	6.0%	4.9%	9.8%	9.4%	13.6%	7.3%	10.1%	7.8%	-
University without degree	1.3%	1.8%	4.9%	0.3%	1.2%	1.2%	0.8%	0.5%	0.6%	-
without certificate or diploma	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
with a certificate or diploma	1.3%	1.8%	4.9%	0.3%	1.2%	1.2%	0.8%	0.5%	0.6%	-
University with a B.A or higher	2.8%	3.2%	2.5%	3.0%	2.4%	2.5%	1.2%	3.7%	3.0%	-
<b>Post-secondary Qualifications and Major Field of Study:</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Educational, recreational and counselling services	24.0%	21.3%	33.3%	21.4%	21.4%	22.2%	32.0%	18.4%	31.8%	-
Fine and applied arts	0.8%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Humanities and related fields	3.8%	6.7%	6.7%	3.6%	0.0%	5.6%	4.0%	0.0%	0.0%	-
Social sciences and related fields	14.1%	10.7%	6.7%	14.3%	21.4%	16.7%	20.0%	15.8%	13.6%	-
Commerce, management and business administration	22.9%	24.0%	13.3%	28.6%	21.4%	27.8%	16.0%	23.7%	18.2%	-
Agriculture and biological sciences and technologies	1.9%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%	-
Engineering and applied sciences	0.8%	0.0%	0.0%	1.8%	0.0%	5.6%	0.0%	0.0%	0.0%	-
Engineering and applied sciences technology and trades	16.4%	13.3%	20.0%	14.3%	14.3%	16.7%	8.0%	26.3%	22.7%	-
Health professions, sciences and related fields	3.4%	5.3%	6.7%	3.6%	0.0%	0.0%	4.0%	2.6%	4.5%	-
Mathematics and physical sciences	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.6%	0.0%	-
No specialization and all other, n.e.c.	11.1%	13.3%	13.3%	12.5%	14.3%	0.0%	16.0%	5.3%	4.5%	-

*Note: Due to data rounding, the figures may not always add up to the totals*



**Appendix D:**

**Cree Labour Force  
(As of March 31, 2008)**

**by**

**Community**

**Labour Market Activity:  
Participation Rates;  
Unemployment Rates;  
and  
Employment to Population Ratios.**

**Table: D1 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Labour Market Activity (As of March 31, 2008)**

Community	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje-Bougoumou	Waskaganish	Waswanipi	Wemindji	Whap-magoostui
<b>Characteristics</b>										
<b>Labour Force Activity:</b>										
<b>Population (15-64 Years of Age)</b>	<b>8,740</b>	<b>2,495</b>	<b>405</b>	<b>1,990</b>	<b>425</b>	<b>405</b>	<b>1,235</b>	<b>945</b>	<b>835</b>	-
In labour force	7,110	2,050	335	1,545	365	320	1,045	730	725	-
Employed	5,490	1,640	295	1,190	305	270	630	545	620	-
Unemployed	1,620	410	40	355	60	50	415	190	105	-
Not in labour force	1,625	445	75	450	60	85	190	210	115	-
Participation rate	81.4%	82.2%	82.7%	77.6%	85.9%	79.0%	84.6%	77.2%	86.8%	-
Employment to population ratio	62.8%	65.7%	72.8%	59.8%	71.8%	66.7%	51.0%	57.7%	74.3%	-
Unemployment rate	22.8%	20.0%	11.9%	23.0%	16.4%	15.6%	39.7%	26.0%	14.5%	-
<b>Population (15-24 Years of Age)</b>	<b>2,500</b>	<b>740</b>	<b>130</b>	<b>540</b>	<b>110</b>	<b>105</b>	<b>385</b>	<b>270</b>	<b>215</b>	-
In labour force	1,420	515	60	235	65	40	235	130	140	-
Employed	830	360	40	110	50	30	90	55	100	-
Unemployed	595	155	20	130	15	15	145	75	40	-
Not in labour force	1,075	225	70	305	45	65	150	145	75	-
Participation rate	56.8%	69.6%	46.2%	43.5%	59.1%	38.1%	61.0%	48.1%	65.1%	-
Employment to population ratio	33.2%	48.6%	30.8%	20.4%	45.5%	28.6%	23.4%	20.4%	46.5%	-
Unemployment rate	41.9%	30.1%	33.3%	55.3%	23.1%	37.5%	61.7%	57.7%	28.6%	-
<b>Population (25-64 Years of Age)</b>	<b>6,240</b>	<b>1,760</b>	<b>275</b>	<b>1,450</b>	<b>315</b>	<b>300</b>	<b>850</b>	<b>670</b>	<b>625</b>	-
In labour force	5,675	1,535	255	1,305	300	280	810	605	585	-
Employed	4,655	1,280	245	1,080	255	240	540	490	520	-
Unemployed	1,020	255	10	225	45	35	270	115	65	-
Not in labour force	570	225	20	145	15	20	40	70	35	-
Participation rate	90.9%	87.2%	92.7%	90.0%	95.2%	93.3%	95.3%	90.3%	93.6%	-
Employment to population ratio	74.6%	72.7%	89.1%	74.5%	81.0%	80.0%	63.5%	73.1%	83.2%	-
Unemployment rate	18.0%	16.6%	3.9%	17.2%	15.0%	12.5%	33.3%	19.0%	11.1%	-

*Note: Due to data rounding, the figures may not always add up to the totals*

**Table: D2 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Labour Market Activity (As of March 31, 2008)**

Community	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje- Bougoumou	Waskaganish	Waswanipi	Wemindji	Whap- magoostui
<b>Characteristics</b>										
<b>Labour Force Activity:</b>										
<b>Population (Males 15-64 Years of Age)</b>	<b>4,360</b>	<b>1,235</b>	<b>200</b>	<b>980</b>	<b>230</b>	<b>210</b>	<b>600</b>	<b>495</b>	<b>410</b>	-
In labour force	3,720	1,070	175	790	200	165	535	410	375	-
Employed	2,715	795	155	595	160	130	280	295	300	-
Unemployed	1,005	270	20	195	40	35	255	115	70	-
Not in labour force	640	165	25	190	30	45	60	85	35	-
Participation rate	85.3%	86.6%	87.5%	80.6%	87.0%	78.6%	89.2%	82.8%	91.5%	-
Employment to population ratio	62.3%	64.4%	77.5%	60.7%	69.6%	61.9%	46.7%	59.6%	73.2%	-
Unemployment rate	27.0%	25.2%	11.4%	24.7%	20.0%	21.2%	47.7%	28.0%	18.7%	-
<b>Population (Males 15-24 Years of Age)</b>	<b>1,240</b>	<b>370</b>	<b>65</b>	<b>275</b>	<b>55</b>	<b>60</b>	<b>180</b>	<b>150</b>	<b>85</b>	-
In labour force	740	265	45	120	30	25	125	75	55	-
Employed	400	175	25	55	25	15	40	30	30	-
Unemployed	345	90	20	70	5	10	85	45	25	-
Not in labour force	500	110	20	155	25	35	55	75	30	-
Participation rate	59.7%	71.6%	69.2%	43.6%	54.5%	41.7%	69.4%	50.0%	64.7%	-
Employment to population ratio	32.3%	47.3%	38.5%	20.0%	45.5%	25.0%	22.2%	20.0%	35.3%	-
Unemployment rate	46.6%	34.0%	44.4%	58.3%	16.7%	40.0%	68.0%	60.0%	45.5%	-
<b>Population (Males 25-64 Years of Age)</b>	<b>3,115</b>	<b>865</b>	<b>135</b>	<b>700</b>	<b>170</b>	<b>150</b>	<b>420</b>	<b>350</b>	<b>325</b>	-
In labour force	2,980	805	130	670	165	145	415	335	315	-
Employed	2,320	620	130	545	130	120	245	265	270	-
Unemployed	660	185	0	125	35	25	170	70	45	-
Not in labour force	135	60	5	30	5	5	5	15	5	-
Participation rate	95.7%	93.1%	96.3%	95.7%	97.1%	96.7%	98.8%	95.7%	96.9%	-
Employment to population ratio	74.5%	71.7%	96.3%	77.9%	76.5%	80.0%	58.3%	75.7%	83.1%	-
Unemployment rate	22.1%	23.0%	0.0%	18.7%	21.2%	17.2%	41.0%	20.9%	14.3%	-

*Note: Due to data rounding, the figures may not always add up to the totals*

**Table: D3 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Labour Market Activity (As of March 31, 2008)**

Community	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje-Bougoumou	Waskaganish	Waswanipi	Wemindji	Whapmagoostui
<b>Characteristics</b>										
<b>Labour Force Activity:</b>										
<b>Population (Females 15-64 Years of Age)</b>	<b>4,380</b>	<b>1,260</b>	<b>205</b>	<b>1015</b>	<b>195</b>	<b>195</b>	<b>640</b>	<b>445</b>	<b>430</b>	-
In labour force	3,390	980	155	755	170	155	510	320	350	-
Employed	2,775	845	140	595	145	135	345	250	315	-
Unemployed	615	135	15	160	20	15	160	70	35	-
Not in labour force	990	280	50	260	25	45	130	125	80	-
Participation rate	77.4%	77.8%	75.6%	74.4%	87.2%	79.5%	79.7%	71.9%	81.4%	-
Employment to population ratio	63.4%	67.1%	68.3%	58.6%	74.4%	69.2%	53.9%	56.2%	73.3%	-
Unemployment rate	18.1%	13.8%	9.7%	21.2%	11.8%	9.7%	31.4%	21.9%	10.0%	-
<b>Population (Females 15-24 Years of Age)</b>	<b>1,255</b>	<b>365</b>	<b>65</b>	<b>265</b>	<b>55</b>	<b>45</b>	<b>210</b>	<b>125</b>	<b>130</b>	-
In labour force	695	250	30	115	35	20	110	55	80	-
Employed	440	185	20	55	25	15	50	20	70	-
Unemployed	255	65	10	60	10	5	60	30	15	-
Not in labour force	560	115	35	150	20	25	100	70	45	-
Participation rate	55.4%	68.5%	46.2%	43.4%	63.6%	44.4%	52.4%	44.0%	61.5%	-
Employment to population ratio	35.1%	50.7%	30.8%	20.8%	45.5%	33.3%	23.8%	16.0%	53.8%	-
Unemployment rate	36.7%	26.0%	33.3%	52.2%	28.6%	25.0%	54.5%	54.5%	18.8%	-
<b>Population (Females 25-64 Years of Age)</b>	<b>3,125</b>	<b>895</b>	<b>140</b>	<b>750</b>	<b>140</b>	<b>150</b>	<b>430</b>	<b>325</b>	<b>300</b>	-
In labour force	2,695	730	125	635	135	135	400	270	270	-
Employed	2,335	660	120	540	125	120	295	230	250	-
Unemployed	360	70	5	100	10	15	100	40	20	-
Not in labour force	430	165	15	110	5	15	30	55	30	-
Participation rate	86.2%	81.6%	89.3%	84.7%	96.4%	90.0%	93.0%	83.1%	90.0%	-
Employment to population ratio	74.7%	73.7%	85.7%	72.0%	89.3%	80.0%	68.6%	70.8%	83.3%	-
Unemployment rate	13.4%	9.6%	4.0%	15.7%	7.4%	11.1%	25.0%	14.8%	7.4%	-

*Note: Due to data rounding, the figures may not always add up to the totals*

**Appendix E:**

**Cree Labour Force  
(As of March 31, 2008)**

**by**

**Community**

**Industry:**

**Primary;  
Secondary; and Tertiary  
(2001 North American Industry Classification System (NAICS))**

**Table: E1 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Industry (As of March 31, 2008)**

Community Characteristics	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje-Bougoumou	Waskaganish	Waswanipi	Wemindji	Whap-magoostui
<b>Industry:</b>										
<b>Population (15-64 Years of Age)</b>	<b>5,490</b>	<b>1,640</b>	<b>295</b>	<b>1,190</b>	<b>305</b>	<b>270</b>	<b>630</b>	<b>545</b>	<b>620</b>	-
Industry-not applicable	0	0	0	0	0	0	0	0	0	-
All industries	<b>5,490</b>	<b>1,640</b>	<b>295</b>	<b>1,190</b>	<b>305</b>	<b>270</b>	<b>630</b>	<b>545</b>	<b>620</b>	-
Agriculture, Forestry, Fishing and Hunting	1,205	395	35	260	20	55	135	160	145	-
Mining and Oil and Gas Extraction	20	0	0	10	0	5	0	5	5	-
Manufacturing	0	0	0	0	0	0	0	0	0	-
Construction industries	475	165	30	145	15	10	25	15	65	-
Transportation and storage industries	50	20	10	0	0	0	10	5	5	-
Communications and other utility industries	5	0	0	0	0	0	0	0	5	-
Wholesale and retail trade industries	260	135	15	70	5	5	5	5	20	-
Information and cultural industries	20	0	0	0	5	5	5	0	10	-
Finance, insurance, real estate industries	55	35	5	15	5	0	0	5	0	-
Professional, scientific and technical services	5	0	0	0	0	0	5	0	0	-
Management of companies and enterprises	105	30	5	0	5	20	0	0	40	-
Business and services industries	0	0	0	0	0	0	0	0	0	-
Administrative and support, waste management and remedial services	0	0	0	0	0	0	0	0	0	-
Government services industries	0	0	0	0	0	0	0	0	0	-
Educational services industries	865	275	60	180	40	20	100	80	105	-
Health and social services industries	640	250	30	165	25	50	30	50	45	-
Arts, entertainment and recreation	70	25	0	0	15	5	5	20	0	-
Accommodation, food and beverage industries	180	40	5	45	5	5	35	15	25	-
Other service industries (except public administration)	20	5	0	5	5	5	5	0	0	-
Public administration	1,165	225	95	230	95	70	155	175	120	-
Industry not elsewhere classified	345	35	5	60	65	15	120	15	30	-

*Note: Due to data rounding, the figures may not always add up to the totals*

**Table: E2 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Industry (As of March 31, 2008)**

Community	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje-Bougoumou	Waskaganish	Waswanipi	Wemindji	Whap-magoostui
<b>Characteristics</b>										
<b>Industry:</b>										
<b>Population (15-64 Years of Age)</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Industry-not applicable	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
All industries	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Agriculture, Forestry, Fishing and Hunting	21.9%	24.1%	11.9%	21.8%	6.6%	20.4%	21.4%	29.4%	23.4%	-
Mining and Oil and Gas Extraction	0.4%	0.0%	0.0%	0.8%	0.0%	1.9%	0.0%	0.9%	0.8%	-
Manufacturing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Construction industries	8.7%	10.1%	10.2%	12.2%	4.9%	3.7%	4.0%	2.8%	10.5%	-
Transportation and storage industries	0.9%	1.2%	3.4%	0.0%	0.0%	0.0%	1.6%	0.9%	0.8%	-
Communications and other utility industries	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	-
Wholesale and retail trade industries	4.7%	8.2%	5.1%	5.9%	1.6%	1.9%	0.8%	0.9%	3.2%	-
Information and cultural industries	0.4%	0.0%	0.0%	0.0%	1.6%	1.9%	0.8%	0.0%	1.6%	-
Finance, insurance, real estate industries	1.0%	2.1%	1.7%	1.3%	1.6%	0.0%	0.0%	0.9%	0.0%	-
Professional, scientific and technical services	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	-
Management of companies and enterprises	1.9%	1.8%	1.7%	0.0%	1.6%	7.4%	0.0%	0.0%	6.5%	-
Business and services industries	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Administrative and support, waste management and remedial services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Government services industries	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Educational services industries	15.8%	16.8%	20.3%	15.1%	13.1%	7.4%	15.9%	14.7%	16.9%	-
Health and social services industries	11.7%	15.2%	10.2%	13.9%	8.2%	18.5%	4.8%	9.2%	7.3%	-
Arts, entertainment and recreation	1.3%	1.5%	0.0%	0.0%	4.9%	1.9%	0.8%	3.7%	0.0%	-
Accommodation, food and beverage industries	3.3%	2.4%	1.7%	3.8%	1.6%	1.9%	5.6%	2.8%	4.0%	-
Other service industries (except public administration)	0.4%	0.3%	0.0%	0.4%	1.6%	1.9%	0.8%	0.0%	0.0%	-
Public administration	21.2%	13.7%	32.2%	19.3%	31.1%	25.9%	24.6%	32.1%	19.4%	-
Industry not elsewhere classified	6.3%	2.1%	1.7%	5.0%	21.3%	5.6%	19.0%	2.8%	4.8%	-

*Note: Due to data rounding, the figures may not always add up to the totals*

**Appendix F:**

**Cree Labour Force  
(As of March 31, 2008)**

**by**

**Community**

**Occupation:**

**Major Occupation Classifications (Broad Groups)  
(2001 National Occupational Classification (NOC))**



**Table: F1 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Occupation (As of March 31, 2008)**

Community	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje-Bougoumou	Waskaganish	Waswanipi	Wemindji	Whapmagoostui
<b>Characteristics</b>										
<b>Occupation (broad groups):</b>										
<b>Population (15-64 Years of Age)</b>	<b>5,490</b>	<b>1,640</b>	<b>295</b>	<b>1,190</b>	<b>305</b>	<b>270</b>	<b>630</b>	<b>545</b>	<b>620</b>	-
Occupation - not applicable	0	0	0	0	0	0	0	0	0	-
All occupations	<b>5,490</b>	<b>1,640</b>	<b>295</b>	<b>1,190</b>	<b>305</b>	<b>270</b>	<b>630</b>	<b>545</b>	<b>620</b>	-
Management occupations	355	110	40	55	25	25	25	25	40	-
Business and finance and administrative occupations	740	260	40	175	45	35	50	95	45	-
Natural and applied sciences and related occupations	35	5	5	5	5	5	0	5	5	-
Health occupations	100	40	10	25	5	5	5	5	10	-
Occupations in the social sciences, education and government service	0	0	0	0	0	0	0	0	0	-
Occupations in art, culture recreation and sport	880	225	55	225	45	50	95	85	105	-
Sales and services occupations	110	5	5	30	10	10	5	20	20	-
Trades and transport and equipment operators and related occupations	980	330	50	170	40	45	145	105	100	-
Occupations unique to the primary industry	0	0	0	0	0	0	0	0	0	-
Occupations unique to the processing, manufacturing and utilities	700	225	50	175	35	25	45	35	110	-
Occupations not elsewhere classified	1,145	395	30	265	20	55	75	155	150	-
	0	0	0	0	0	0	0	0	0	-
	85	5	5	0	5	0	65	0	10	-
	355	35	5	65	70	15	120	15	30	-

*Note: Due to data rounding, the figures may not always add up to the totals*

**Table: F2 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Occupation (As of March 31, 2008)**

Community	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje-Bougoumou	Waskaganish	Waswanipi	Wemindji	Whapmagoostui
<b>Characteristics</b>										
<b>Occupation (broad groups):</b>										
<b>Population (15-64 Years of Age)</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Occupation - not applicable	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
All occupations	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Management occupations	6.5%	6.7%	13.6%	4.6%	8.2%	9.3%	4.0%	4.6%	6.5%	-
Business and finance and administrative occupations	13.5%	15.9%	13.6%	14.7%	14.8%	13.0%	7.9%	17.4%	7.3%	-
Natural and applied sciences and related occupations	0.6%	0.3%	1.7%	0.4%	1.6%	1.9%	0.0%	0.9%	0.8%	-
Health occupations	1.8%	2.4%	3.4%	2.1%	1.6%	1.9%	0.8%	0.9%	1.6%	-
Occupations in the social sciences, education and government service	16.0%	13.7%	18.6%	18.9%	14.8%	18.5%	15.1%	15.6%	16.9%	-
Occupations in art, culture recreation and sport	2.0%	0.3%	1.7%	2.5%	3.3%	3.7%	0.8%	3.7%	3.2%	-
Sales and services occupations	17.9%	20.1%	16.9%	14.3%	13.1%	16.7%	23.0%	19.3%	16.1%	-
Trades and transport and equipment operators and related occupations	12.8%	13.7%	16.9%	14.7%	11.5%	9.3%	7.1%	6.4%	17.7%	-
Occupations unique to the primary industry	20.9%	24.1%	10.2%	22.3%	6.6%	20.4%	11.9%	28.4%	24.2%	-
Occupations unique to the processing, manufacturing and utilities	1.5%	0.3%	1.7%	0.0%	1.6%	0.0%	10.3%	0.0%	1.6%	-
Occupations not elsewhere classified	6.5%	2.1%	1.7%	5.5%	23.0%	5.6%	19.0%	2.8%	4.8%	-
<i>Note: Due to data rounding, the figures may not always add up to the totals</i>										

**Appendix G:**

**Cree Labour Force  
(As of March 31, 2008)**

**by**

**Community**

**Employment Status:**

**Permanent;  
Temporary;  
Seasonal;  
Full-time; and  
Part-time Status**

**Table: G1 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Employment Status (As of March 31, 2008)**

Community	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje-Bougoumou	Waskaganish	Waswanipi	Wemindji	Whap-magoostui
<b>Characteristics</b>										
<b>Employment Status</b>										
<b>Population (15-64 Years of Age)</b>	<b>5,370</b>	<b>1,640</b>	<b>295</b>	<b>1,190</b>	<b>305</b>	<b>270</b>	<b>505</b>	<b>545</b>	<b>620</b>	<b>-</b>
Positions - not Specified	195	0	0	65	70	15	0	15	30	-
All Positions	5,180	1,640	295	1,125	235	255	505	530	590	-
Permanent positions	2,805	940	200	500	170	160	270	265	300	-
full-time	2,620	875	190	495	160	150	235	265	255	-
part-time	185	65	10	5	10	10	40	0	45	-
Temporary positions	975	290	50	310	35	35	70	105	80	-
full-time	815	220	45	280	20	30	55	95	70	-
part-time	160	70	5	30	15	5	15	10	5	-
Seasonal positions	1,400	415	45	315	30	60	165	160	210	-
full-time	1,390	405	40	315	30	60	165	160	210	-
part-time	10	5	5	0	0	0	0	0	0	-
<b>Population (15-64 Years of Age)</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Positions - not Specified	3.6%	0.0%	0.0%	5.5%	23.0%	5.6%	0.0%	2.8%	4.8%	-
All Positions	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Permanent positions	54.2%	57.3%	67.8%	44.4%	72.3%	62.7%	53.5%	50.0%	50.8%	-
full-time	50.6%	53.4%	64.4%	44.0%	68.1%	58.8%	46.5%	50.0%	43.2%	-
part-time	3.6%	4.0%	3.4%	0.4%	4.3%	3.9%	7.9%	0.0%	7.6%	-
Temporary positions	18.8%	17.7%	16.9%	27.6%	14.9%	13.7%	13.9%	19.8%	13.6%	-
full-time	15.7%	13.4%	15.3%	24.9%	8.5%	11.8%	10.9%	17.9%	11.9%	-
part-time	3.1%	4.3%	1.7%	2.7%	6.4%	2.0%	3.0%	1.9%	0.8%	-
Seasonal positions	27.0%	25.3%	15.3%	28.0%	12.8%	23.5%	32.7%	30.2%	35.6%	-
full-time	26.8%	24.7%	13.6%	28.0%	12.8%	23.5%	32.7%	30.2%	35.6%	-
part-time	0.2%	0.3%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
<i>Note: Due to data rounding, the figures may not always add up to the totals</i>										

**Table: G2 Cree Labour Force in the Nine Cree Communities of Eeyou Istchee by Employment Status (As of March 31, 2008)**

Community	Cree	Chisasibi	Eastmain	Mistissini	Nemaska	Ouje-Bougoumou	Waskaganish	Waswanipi	Wemindji	Whap-magoostui
<b>Characteristics</b>										
<b>Population (15-64 Years of Age)</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Positions - not Specified	3.6%	0.0%	0.0%	5.5%	23.0%	5.6%	0.0%	2.8%	4.8%	-
All Positions	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Permanent positions	54.2%	57.3%	67.8%	44.4%	72.3%	62.7%	53.5%	50.0%	50.8%	-
full-time	93.4%	93.1%	95.0%	99.0%	94.1%	93.8%	87.0%	100.0%	85.0%	-
part-time	6.6%	6.9%	5.0%	1.0%	5.9%	6.3%	14.8%	0.0%	15.0%	-
Temporary positions	18.8%	17.7%	16.9%	27.6%	14.9%	13.7%	13.9%	19.8%	13.6%	-
full-time	83.6%	75.9%	90.0%	90.3%	57.1%	85.7%	78.6%	90.5%	87.5%	-
part-time	16.4%	24.1%	10.0%	9.7%	42.9%	14.3%	21.4%	9.5%	6.3%	-
Seasonal positions	27.0%	25.3%	15.3%	28.0%	12.8%	23.5%	32.7%	30.2%	35.6%	-
full-time	99.3%	97.6%	88.9%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
part-time	0.7%	1.2%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
<i>Note: Due to data rounding, the figures may not always add up to the totals</i>										

## **Appendix H**

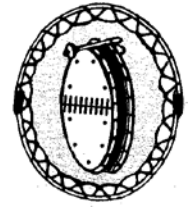
**2008**

### **Cree Labour Market Survey (As of March 31, 2008)**

**2008 CLMS Client Questionnaire**



**Cree Human Resources Development (CHRD)**  
**32 Amisk Street**  
**Mistissini, Quebec G0W 1C0**  
**Tel: (418) 923-2525 Fax: (418) 923-2111**



**2008**  
**Cree Labour Market Survey**

**(CONFIDENTIAL WHEN COMPLETED)**

Please refer to the CLMS Instructions and Interviewer Guide when completing this Questionnaire  
 Reference Period: As of March 31, 2008

**A. IDENTIFICATION:**

Please provide the following information that will help us identify who you are.

Family Name: \_\_\_\_\_ First Name and Initial(s): \_\_\_\_\_  
 Date of Birth: \_\_\_\_\_ Social Insurance Number: \_\_\_\_\_  
Year / Month / Day  
 Gender:  Male  Female

Please provide the following information so that, if we need to, we will be able to contact you.

Address: \_\_\_\_\_ Telephone Number: (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_  
 Community: \_\_\_\_\_ Fax Number: (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_  
 Province: \_\_\_\_\_ For Messages: (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_  
 Postal Code: \_\_\_\_\_ E-Mail: \_\_\_\_\_

What was your marital status?  Single  Divorced  Separated  
 Married  Common Law

How many dependents under 18 years of age, reside with you? \_\_\_\_\_

Is your spouse also a dependent?  No  Yes

Are you a non-aboriginal or aboriginal person?

Non-Aboriginal  
 Aboriginal →  Cree Band Name: \_\_\_\_\_  
 Inuit Band Number: \_\_\_\_\_  
 Metis Beneficiary Number: \_\_\_\_\_  
 Other: (specify) \_\_\_\_\_

Do you have any disability that might otherwise prevent you from finding employment?

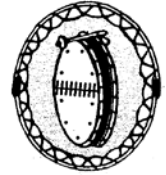
No  Yes → Specify the Nature of Disability:  
 Mobility  Speech impairment  
 Blind or Visual impairment  Co-ordination or Dexterity  
 Deaf or Hearing impairment  Learning Disability  
 Other: (specify) \_\_\_\_\_  
 → Specify and Requested Support:  
 Accessible transportation  Communication services  
 Ramps  Human support  
 Accessible workstation  Job redesign  
 Technical aids  Accessible washrooms  
 Other: (specify) \_\_\_\_\_

**B. LANGUAGE:**

What languages can you communicate in?  Cree:  Spoken  Written  
 English  Spoken  Written  
 French:  Spoken  Written  
 Other (specify): \_\_\_\_\_  Spoken  Written



**Cree Human Resources Development (CHRD)**  
 32 Amisk Street  
 Mistissini, Quebec G0W 1C0  
 Tel: (418) 923-2525 Fax: (418) 923-2111



2008  
**Cree Labour Market Survey**

**C. EDUCATION:**

*For the period beginning, September 1, 2007 and ending March 31, 2008, were you attending in an educational institution?*

No  Yes

*For the reference period, ending March 31, 2008, what is the highest level of schooling that you have completed?*

- None: Never attended school  
 Elementary/High School: List, chronologically, the educational institution(s) you have attended and/or were attending below.

Period From / to	Name of School	Highest grade <b>completed</b>	Language of instruction	Status: F/T or P/T	Graduated Yes/No

- College/University: List, chronological, the educational institution(s) you have attended and/or were attending below.

Period From / to	Name of College/University	Name of Course/Program	Language of instruction	Status: F/T or P/T	Graduated Yes/No

**D. EMPLOYMENT TRAINING:**

Have you ever enrolled in or attended any employment training course(s) or program(s)?

- No  
 Yes → List, chronologically, the employment training course(s) or programs you have attended and/or were attending below.

Period From / to	Sponsor (i.e., Community, Sabtuuan Adult Education, etc.)	Employment training course(s) or program(s)	Language of instruction	Status: F/T or P/T	Graduated Yes/No

**E. OTHER SKILLS/SPECIAL KNOWLEDGE/EXPERIENCE:**

Do you have any other skills/special knowledge that you would like to mention?

- No  
 Yes → Specify: e.g., Computer skills, heavy equipment you can operate or other special training(s) etc. \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Do you have a Safety on Construction Card?  No  Yes

Do you have any trade licenses (e.g. Carpentry, Electrician, Plumber Journeyman Certification, etc.)?  
 No  Yes (specify): \_\_\_\_\_.

Do you have membership in any union(s) or professional associations?  
 No  Yes (specify): \_\_\_\_\_.

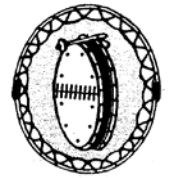
Do you have a valid driver's license(s):  No  Yes (indicate class(es) below):

<input type="checkbox"/> 1 Heavy Equipment	<input type="checkbox"/> 4B Bus – 24 Passenger	<input type="checkbox"/> 6B Motorbike 400 cc
<input type="checkbox"/> 2 Bus +24 Passenger	<input type="checkbox"/> 4C Taxi	<input type="checkbox"/> 6C Motorbike 125 cc
<input type="checkbox"/> 3 Truck	<input type="checkbox"/> 5 Car	<input type="checkbox"/> 6D Moped
<input type="checkbox"/> 4A Ambulance	<input type="checkbox"/> 6A All Motorbike	<input type="checkbox"/> Territorial





Cree Human Resources Development (CHRD)  
 32 Amisk Street  
 Mistissini, Quebec G0W 1C0  
 Tel: (418) 923-2525 Fax: (418) 923-2111



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**F. EMPLOYMENT GOAL:**

What is your Employment/Career Goal? \_\_\_\_\_ . (Be specific, e.g. Elementary, High School or Other Teacher, etc.)

**G. EMPLOYMENT STATUS:**

For the week prior to March 31, 2008 (Sunday, March 23 to Saturday, March 29, 2008), what was your employment status?

**Employed:** → Specify type of employment and employment status below.

Type of Employment: (If you worked for another employer and were also self-employed indicate: paid employment **and** self-employed).

Paid employment                       Self-employment                       Other: (specify) \_\_\_\_\_.

Employment Status:

Permanent, full-time                       Temporary, full-time                       Seasonal, full-time  
 Permanent, part-time                       Temporary, part-time                       Seasonal, part-time

**Unemployed:** → Complete this section **only** if you are **unemployed**.

In the last four weeks prior to March 31, 2008, (Sunday, March 2 to March 29, 2008) were you actively seeking employment?

No → If not, why? \_\_\_\_\_.  
 Yes → If yes, are you available to work immediately?  
 No → If not, when will you be available? \_\_\_\_\_.  
 Yes → If yes, complete the following section.

Type of work preference:	Relevant work experience: (in months).	Minimum salary acceptable (optional):
1) _____.	_____.	\$ _____.
2) _____.	_____.	\$ _____.
3) _____.	_____.	\$ _____.

Please indicate your preference:

Permanent, full-time                       Temporary, full-time                       Seasonal, full-time  
 Permanent, part-time                       Temporary, part-time                       Seasonal, part-time

If you are seeking either **temporary, seasonal, or part-time employment**, indicate the dates and hours you are prepared to work:

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

For the type of work preference that you have indicated above, indicate what your anticipated training needs are?

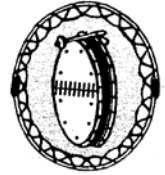
Vocational Training                       Upgrading  
 Pre-employment                       Other (specify): \_\_\_\_\_.

If **employment opportunities** exist or become available outside your community, are you willing to relocate?     No     Yes

If **training opportunities** exist or become available outside your community, are you willing to relocate?     No     Yes



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**H. EMPLOYMENT HISTORY:** (Resume attached  No  Yes).

What was/is the name and address of last /present employer?

For each employer, please provide your job title, employment period, status, duties and reason for leaving, if applicable.

Company name of last/present employer: \_\_\_\_\_.

Address: \_\_\_\_\_  
 \_\_\_\_\_.

Job title: \_\_\_\_\_.

Employment period: From \_\_\_\_\_ to \_\_\_\_\_.

Employment status:  Permanent, full-time  Temporary, full-time  Seasonal, full-time  
 Permanent, part-time  Temporary, part-time  Seasonal, part-time

Main duties/responsibilities: \_\_\_\_\_

Reason(s) for leaving: \_\_\_\_\_

Company name of previous employer: \_\_\_\_\_.

Address: \_\_\_\_\_  
 \_\_\_\_\_.

Job title: \_\_\_\_\_.

Employment period: From \_\_\_\_\_ to \_\_\_\_\_.

Employment status:  Permanent, full-time  Temporary, full-time  Seasonal, full-time  
 Permanent, part-time  Temporary, part-time  Seasonal, part-time

Main duties/responsibilities: \_\_\_\_\_

Reason(s) for leaving: \_\_\_\_\_

Company name of previous employer: \_\_\_\_\_.

Address: \_\_\_\_\_  
 \_\_\_\_\_.

Job title: \_\_\_\_\_.

Employment period: From \_\_\_\_\_ to \_\_\_\_\_.

Employment status:  Permanent, full-time  Temporary, full-time  Seasonal, full-time  
 Permanent, part-time  Temporary, part-time  Seasonal, part-time

Main duties/responsibilities: \_\_\_\_\_

Reason(s) for leaving: \_\_\_\_\_

**I. COMMENTS:** (If you need more space, use the back of this page).

Do you have any comments and/or suggestion you would like to make? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

I understand that the information I provide on this questionnaire will be retained, in the strictest confidence, in a statistical database for the Cree Human Resources Development (CHRD) of the Cree Regional Authority (CRA) and will be used to assist in the identification and placement of qualified individuals in currently available or soon to become available jobs; to assist in the identification of training needs in the communities; to assist in the identification of individuals that may require upgrading in order to meet the minimum requirements for pre-employment training or any other training programs as well as to develop a statistical profile of the nine Cree communities at the local and regional level.

Signature: \_\_\_\_\_.

Date: \_\_\_\_\_.

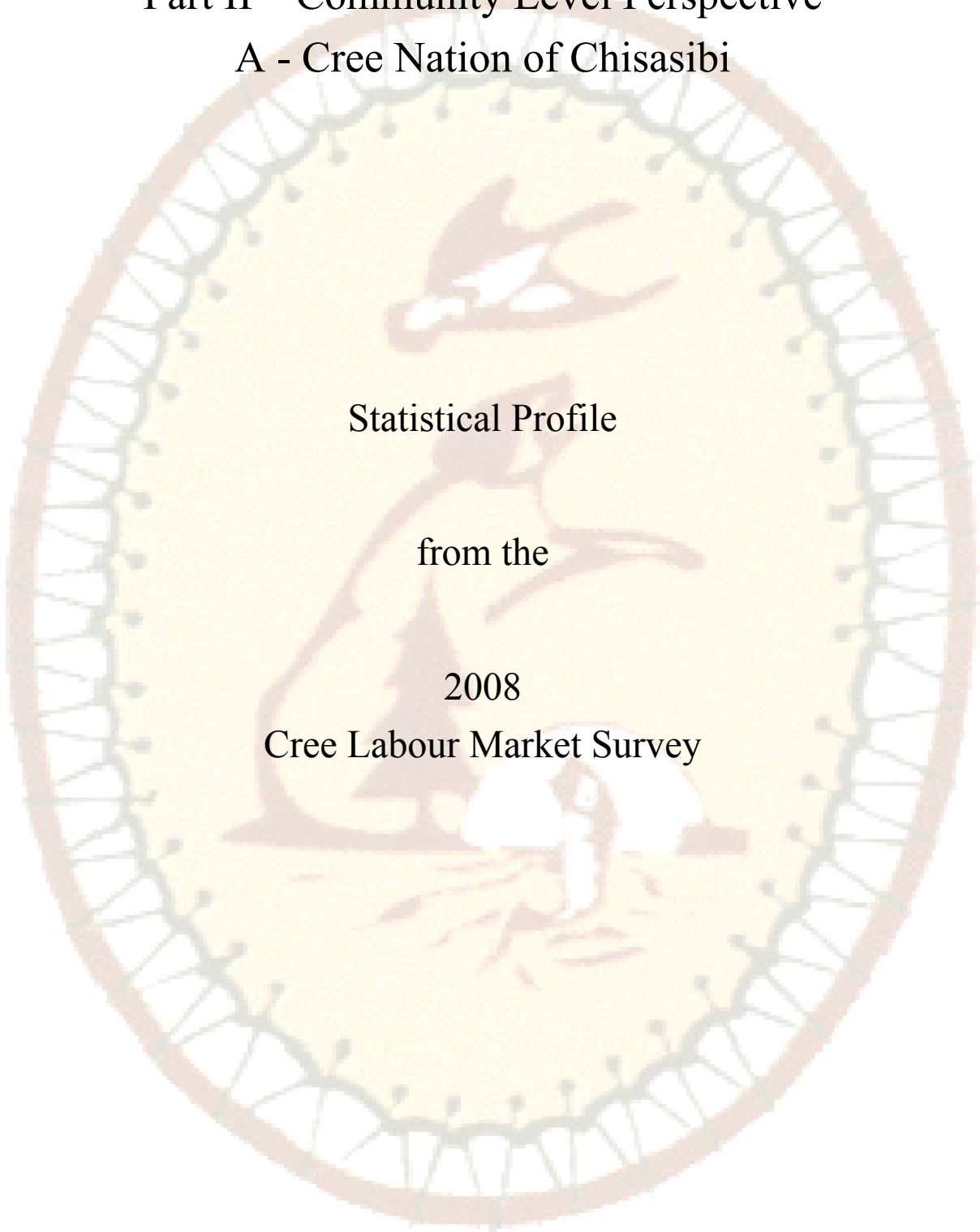
Part II – Community Level Perspective  
A - Cree Nation of Chisasibi

Statistical Profile

from the

2008

Cree Labour Market Survey



## **Part II – Community Level Perspective**

### **A - Cree Nation of Chisasibi**

#### **TABLE OF CONTENTS**

	Page
Table of Contents	i
List of Tables	ii
List of Figures	iii
Executive Summary	v
<b>1.0 Chisasibi Labour Force Dynamics</b>	<b>1</b>
1.1 Introduction	1
1.2 Chisasibi Labour Force	1
<b>2.0 Chisasibi Labour Force: Potential Size</b>	<b>5</b>
2.1 Introduction	5
2.2 Potential Size	5
2.3 Estimated New Job Requirements	6
<b>3.0 Chisasibi Labour Force: Language Proficiency Levels</b>	<b>8</b>
3.1 Introduction	8
3.2 Language Proficiency Levels	8
<b>4.0 Chisasibi Labour Force: School Attendance, Educational Achievement Levels and Major Fields of Study</b>	<b>11</b>
4.1 Introduction	11
4.2 School Attendance	11
4.3 Educational Achievement Levels	12
4.4 Major Fields of Study	15
<b>5.0 Chisasibi Labour Force: Labour Market Activity</b>	<b>18</b>
5.1 Introduction	18
5.2 Participation and Unemployment Rates and Employment to Population Ratios	18
5.3 Industry Classification	23
5.4 Occupation Classification	27
5.5 Employment Status	28

## LIST OF TABLES

	Page
Table 2.2.1 Chisasibi and Cree Labour Force: Potential Size (2008 CLMS)	5
Table 2.3.1 Chisasibi and Cree Labour Force: Estimated New Job Requirements (2008 CLMS)	6
Table 3.2.1 Chisasibi and Cree Labour Force: Language Proficiency Levels (2008 CLMS)	8
Table 4.2.1 Chisasibi and Cree Labour Force: School Attendance 15-24 Years of Age (2008 CLMS)	11
Table 4.3.1 Chisasibi and Cree Labour Force Educational Achievement Levels (2008 CLMS)	13
Table 4.4.1 Chisasibi and Cree Labour Force: Major Fields of Study, (2008 CLMS)	16
Table 5.2.1 Chisasibi and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)	18
Table 5.3.1 Chisasibi and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	24
Table 5.3.2 Chisasibi and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	25
Table 5.4.1 Chisasibi and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	27
Table 5.5.1 Chisasibi and Cree Labour Force: Employment Status (2008 CLMS)	29

## LIST OF FIGURES

	Page
Figure 1.2.1 Cree Labour Force by Community (2008 CLMS)	1
Figure 1.2.2 Chisasibi and Cree Labour Force: Age Structure (2008 CLMS)	2
Figure 1.2.3 Cree Labour Force: Age/Gender (2008 CLMS)	2
Figure 1.2.4 Chisasibi Labour Force: Age/Gender (2008 CLMS)	3
Figure 3.2.1 Chisasibi Labour Force: Language Proficiency Levels (2008 CLMS)	10
Figure 3.2.2 Cree Labour Force: Language Proficiency Levels (2008 CLMS)	10
Figure 4.2.1 Chisasibi and Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)	12
Figure 4.3.1 Chisasibi and Cree Labour Force: Educational Achievement Levels, (2008 CLMS)	14
Figure 4.4.1 Chisasibi and Cree Labour Force: Major Fields of Study, (2008 CLMS)	17
Figure 5.2.1 Chisasibi and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)	21
Figure 5.2.2 Chisasibi and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)	22
Figure 5.2.3 Chisasibi and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)	22
Figure 5.3.1 Chisasibi and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	26
Figure 5.3.2 Chisasibi and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	26
Figure 5.4.1 Chisasibi and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	28
Figure 5.5.1 Chisasibi and Cree Labour Force: Permanent, Temporary, and Seasonal Employment Status (2008 CLMS)	30

**LIST OF FIGURES Cont'd**

	Page
Figure 5.5.2 Chisasibi and Cree Labour Force: Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)	30

## **Executive Summary**

### **Labour Force Dynamics: Chisasibi Labour Force, Potential Size and Estimated New Job Requirements**

#### **Chisasibi Labour Force**

As of March 31, 2008, the Chisasibi labour force consisted of 2,495 individuals accounting for 27.0% of the Cree labour force and is expected to increase at a rate of approximately 2.4% per year, over the 2008-2013 period.

The Chisasibi labour force is characterized by a youthful demographic structure, where:

- 29.7% is between 15-24 years of age;
- 47.3% is between 25-44 years of age; and
- 23.0% is between 45-64 years of age.

This distribution is a direct result of the high population growth experienced over the past decade(s). In essence, the youthful demographic structure of the Chisasibi population has translated into a young and rapidly expanding labour force.

#### **Potential Size and Estimated New Job Requirements**

Projections on the potential size and new job requirements estimate that the Chisasibi labour force:

- will increase to 2,275 by 2013, a 11.0% increase of approximately 2.2 % per year;
- will require the creation of approximately 630 new jobs (126 new jobs per year) to attain full employment levels by 2013; and
- will require the creation of approximately 180 new jobs (36 new jobs per year) to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period.

The high number of new job requirements to attain full employment levels or to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period are a direct result of the youthful demographic structure of the population.



## **Language: Language Proficiency Levels**

### **Language Proficiency Levels**

The analysis of the language proficiency levels of the Chisasibi labour force reveals that:

- 99.4% is able to speak in the Cree language, 99.6% in the English language and 40.5% in the French language;
- 98.8% is able to speak in the Cree and English languages, 39.7% in the Cree and French languages, 40.3% in the English and French languages and 39.5% in the Cree, English and French languages; and
- 31.7% is able to write in the Cree language, 97.4% in the English language and 29.1% in the French language.

The Cree language is predominately the non-official language spoken, the English language is predominately the official language spoken and written then the French language spoken and written.

## **Education: School Attendance and Educational Achievement Levels and Major Fields of Study**

### **School Attendance**

The analysis of the school attendance of the Chisasibi, 15-24 years of age group, for the 2007-2008 academic year, reveals that:

- 66.9% were not attending school; and
- 33.1% were attending school.

All or a majority of the individuals that indicated that they were attending school during the 2007-2008 academic year, were attending school on a full-time basis.

### **Educational Achievement Levels**

The analysis of the educational achievement levels for the Chisasibi labour force that were not attending school reveals that:

- 3.3% possess none (no formal education);
- 68.8% possess a grade 9 without a secondary graduation certificate and less;
- 9.3% possess a grade 9 and over with a secondary graduation certificate;
- 21.7 % possess a post-secondary educational level (with or without a certificate, diploma or degree); and

- 14.3% possess post-secondary qualifications (with a certificate, diploma or degree) above the high school level.

The percentage of the Chisasibi labour force with a less than a post-secondary educational level is high when compared with the percentage with a post-secondary educational level (with or without a certificate, diploma or degree).

### **Major Fields of Study**

The analysis of the post-secondary qualifications and major fields of study of the Chisasibi labour force that were not attending school reveals that 14.3% of the Chisasibi labour force possess post-secondary qualifications (with a certificate, diploma or degree) above the high school level with strong interest in four of the eleven major fields of study:

- in the commerce, management and business administration fields;
- in the educational, recreational and counseling services fields;
- in the social sciences and related fields; and
- in the engineering and applied sciences technologies and trades fields of study.

There is very little variation in the distribution; these four major fields of study account for 71.6% of the Chisasibi labour force with post-secondary qualifications.

### **Labour Market Activity:**

#### **Participation and Unemployment Rates and the Employment to Population Ratios, Industry, Occupation and Employment Status**

#### **Participation and Unemployment Rates and the Employment to Population Ratios**

The analysis of the Chisasibi labour market reveals high participation and unemployment rates and a low employment to population ratio:

- the participation rate stood at 82.2% and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 69.6%;
- the unemployment rate stood at 20.0% and was high across all of the major age groups, with the 15-24 years of age group showing a higher unemployment rate of 30.1% and the 45-64 years of age group showing a lower unemployment rate of 11.8%; and
- the employment to population ratio stood at 65.7% and was high across all of the major age groups with the 15-64 and the 15-24 years of age groups showing lower employment to population ratios of 64.4% and 47.3%, respectively.

The high participation and unemployment rates that characterized the Chisasibi labour market indicate that the Chisasibi labour market has only been able to absorb a low percentage of the existing labour force and the low employment to population ratio indicates that the Chisasibi labour market has only been able to utilize a low percentage of the existing labour force pool.

## **Industry**

The analysis of the industry to determine where the employed labour force found employment reveals that the majority found employment in the tertiary industries, followed by the secondary and then the primary industries:

- 24.7% found employment in the primary industries;
- 11.6% found employment in the secondary; and
- 63.8% found employment in the tertiary industries.

More specifically, the majority found employment in six of the eleven major industry classifications:

- the agriculture, forestry, fishing and hunting;
- the educational services;
- the health and social services;
- the public administration;
- the construction; and
- the wholesale and retail trade industries

There is very little variation in the distribution; these six industry classifications account for 88.1% of the Chisasibi employed labour force. The data does reveal the prevalent imbalance in the distribution, where the majority find employment in the tertiary industries and very few find employment in the primary and secondary industries.

## **Occupation**

The analysis of the occupational classifications to determine where the employed labour force found employment reveals that the majority found employment in the five of the eleven main occupational classifications:

- the primary;
- the management, business, finance and administrative;
- the sales and services;
- the social science, education, government services and religion; and
- the trades, transport and equipment operators and related occupations.

There is very little variation in the distribution; these five occupational classifications account for 94.2% of the Chisasibi employed labour force.

## **Employment Status**

The analysis of the employment status reported by the Chisasibi employed labour force reveals that:

- 57.3% were employed on a permanent basis;
- 17.7% were employed on a temporary basis; and
- 25.3% were employed on a seasonal basis.

The majority of all positions reported were permanent and full time positions; 57.3% were permanent positions and 91.5%, regardless of their permanent, temporary and seasonal status, were full-time positions and 8.5% were part-time positions.

## 1.0 Chisasibi Labour Force Dynamics

### 1.1 Introduction

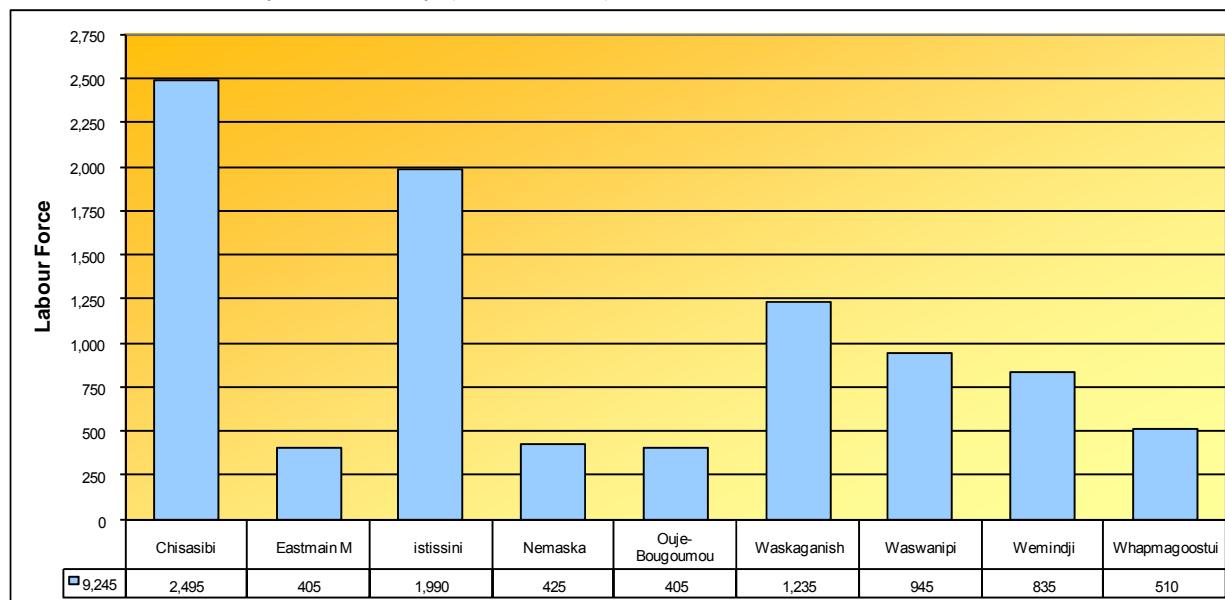
This section provides an analysis of the Chisasibi labour force. It examines its size and age/gender distribution in comparison with the Cree labour force.

### 1.2 Chisasibi Labour Force

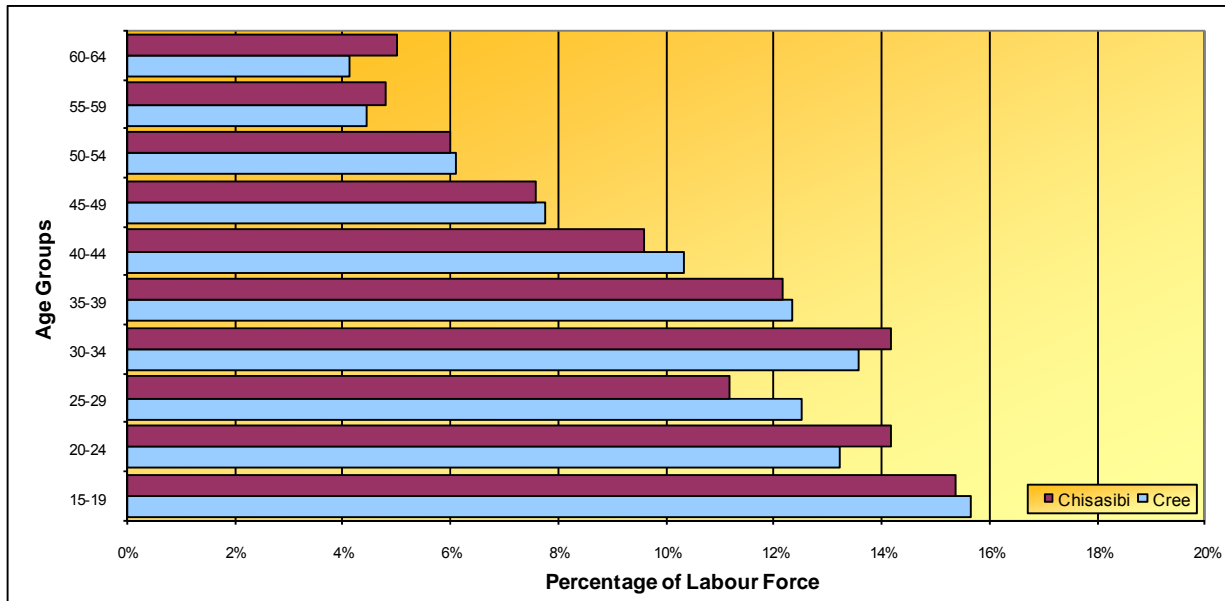
As of March 31, 2008, the Chisasibi labour force consisted of 2,495 individuals accounting for 27.0% of the Cree labour force and, based on the basic analysis of emerging demographic trends, is expected to increase at a rate of approximately 2.4% per year over the 2008-2013 period, a growth rate that is lower than the expected growth rate for Cree labour force of approximately 2.6% per year.

Figure 1.2.1 shows the Chisasibi labour force in comparison with the other Cree communities. Figure 1.2.2 shows the Chisasibi and the Cree labour force age distribution, Figure 1.2.3 shows the Cree labour force age/gender distribution and Figure 1.2.4 shows the Chisasibi labour force age/gender distribution.

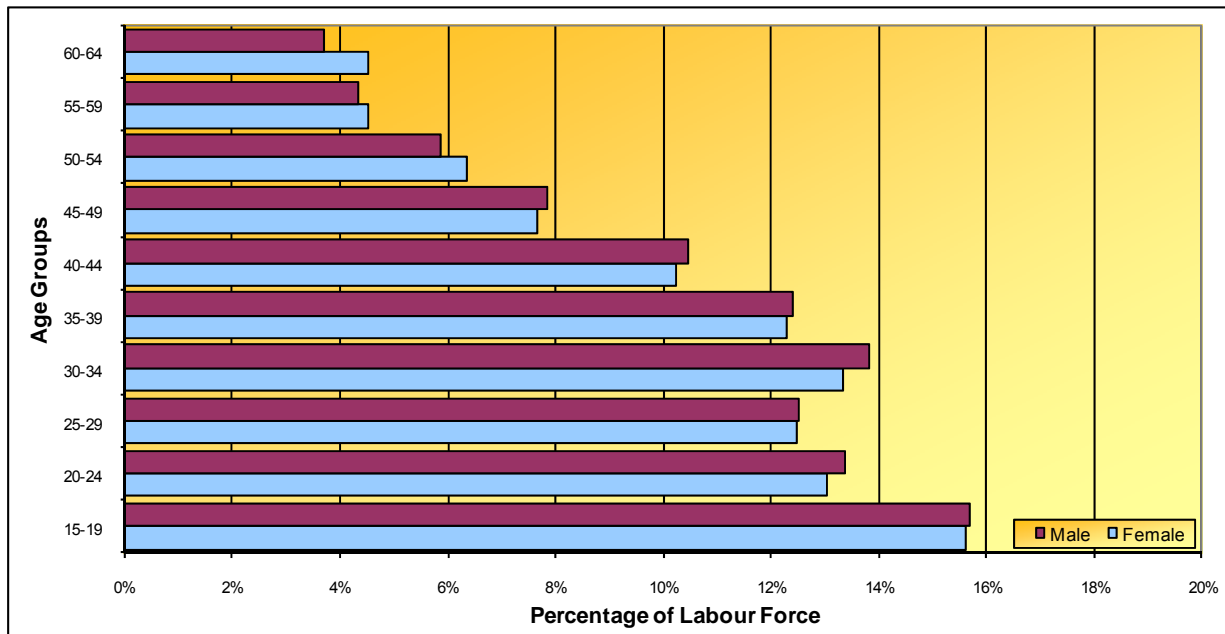
**Figure 1.2.1**  
Cree Labour Force by Community (2008 CLMS)



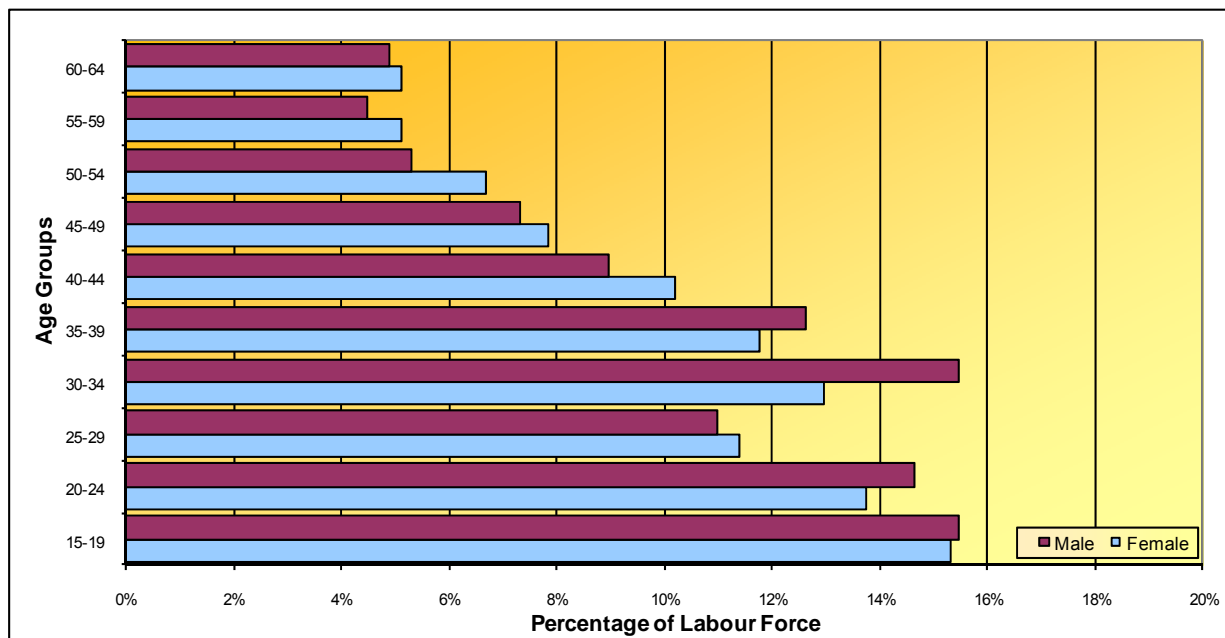
**Figure 1.2.2**  
**Chisasibi and Cree Labour Force: Age Structure (2008 CLMS)**



**Figure 1.2.3**  
**Cree Labour Force by Age/Gender (2008 CLMS)**



**Figure 1.2.4**  
**Chisasibi Labour Force by Age/Gender (2008 CLMS)**



The Chisasibi labour force age distribution, as with the Cree labour force, shows a youthful demographic structure, where a greater number of the labour force is distributed near the bottom and decreasing numbers moving towards the top. This youthful demographic structure is clearly evident in the age/gender distribution of the labour force; 29.7% is between 15-24 years of age (30.1% for males and 29.2% for females), 47.3% is between 25-44 years of age (48.0% for males and 46.6% for females) and 23.0% is between 45-64 years of age (22.0% for males and 24.1% for females). The Cree labour force age/gender distribution also shows this youthful demographic structure; 28.8% is between 15-24 years of age (29.0% for males and 28.5% for females), 48.8% is between 25-44 years of age (49.2% for males and 48.4% for females) and 23.0% is between 45-64 years of age (21.8% for males and 23.1% for females).

A similar analysis that compares the labour force age group percentage distribution of the Chisasibi labour force as a percentage of the Cree labour force also shows this youthful demographic structure; the 15-24 years of age group represents 8.0% of the Cree 15-24 years of age group (8.0% for males and 8.0% for females), the 25-44 years of age group represents 12.8% of the Cree 25-44 years of age group (12.8% for males and 12.7% for females) and the 45-64 years of age group represents 6.2% of the Cree 45-64 years of age group (5.9% for the males and 6.6% for females).

As with the Cree labour force, this youthful demographic structure can be expected to continue into the next decade. In essence, the youthful demographic structure of the population has translated into a young and rapidly expanding labour force: a direct result of the high population growth rate that, as with the Cree population, has been brought about by a combination of factors such as; high fertility rates, an increase in the number of females entering their fertility years (15-49 years of age), low infant mortality rates and improved health care services which bring about

increases in the life expectancy at birth and at 65 years of age.<sup>1</sup> A combination of factors that guarantees a sustained population growth that eventually translates into a young and rapidly expanding labour force.

---

<sup>1</sup> These factors were discussed in detail in the “Nine Cree Communities of Eeyou Istchee, Statistical Profile from the 2003 Cree Labour Market Survey, March 2005” Part I, Section 2.2, p.7.



## 2.0 Chisasibi Labour Force: Potential Size

### 2.1 Introduction

This section provides an analysis of the potential size of the Chisasibi labour force and the corresponding estimated number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 in comparison with the Cree labour force.

It should be noted that these estimates do not include the effects of in/out migration or the late registration of births and deaths. These estimates are not predictions but rather they are attempts to establish plausible scenarios, based on the basic analysis of emerging demographic trends and given the fact that any projections of the potential size of the labour force that are based on past estimates become less and less reliable as the time frame is extended, the estimates derived here are limited to the 2008-2013 period.

### 2.2 Chisasibi Labour Force: Potential Size

As with any population, the age structure determines the growth pattern of the labour force. A population that is, as with the Cree population, characterized by a youthful demographic structure ensures a high number of new labour market entrants over the 2008-2013 period.

The estimated potential size of the Chisasibi and the Cree labour force uses basic projection analysis, the 2008 male and female participation rates of the Chisasibi and the Cree labour force and an assumed 0.0% participation rates for those individuals who will be leaving the Chisasibi and the Cree labour markets. Incorporating the actual male and female participation rates in the estimation, and assuming a 0.0% participation rate for those individuals who will be leaving the Chisasibi and the Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants in the Chisasibi and the Cree labour markets so that the potential size of the Chisasibi and the Cree labour force can be estimated, given the population data. Table 2.2.1 shows the resulting estimates of the potential size of the Chisasibi and the Cree labour force for the 2008-2013 period.

**Table 2.2.1  
Chisasibi and Cree Labour Force: Potential Size (2008 CLMS)**

Labour Force (15-64 years of age)	Chisasibi	Cree
<b>2008 Labour Force</b>	<b>2,050</b>	<b>7,525</b>
Male	1,070	3,935
Female	980	3,585
<b>2009-2013 Entrants</b>	<b>225</b>	<b>920</b>
Male	130	530
Female	95	390
<b>2013 Labour Force</b>	<b>2,275</b>	<b>8,445</b>
Male	1,200	4,470
Female	1,075	3,975

Based on these estimates, the Chisasibi labour force will have increased to 2,275 by 2013, an 11.0% increase of approximately 2.2% per year. Over the same period, the Cree labour force will have increased to 8,445 by 2013, a 12.2% increase of approximately 2.4% per year.

### **2.3 Chisasibi Labour Force: Estimated New Job Requirements**

As with any population, the age structure of the population determines the growth pattern of the labour force and when combined with the male and female participation and unemployment rates of the labour force determines the growth pattern of the new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013. With a population that is, as with the Cree population, characterized by a youthful demographic structure that ensures a high number of expected new labour market entrants over the 2008-2013 period and a labour market that is characterized by high participation and unemployment rates: a high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 can be expected with absolute certainty.

The estimates on the total number of new jobs requirements to attain full employment levels and/or to maintain 2008 employment levels in 2013 for the Chisasibi and the Cree labour force uses basic projection analysis, the 2008 male and female participation and unemployment rates of the Chisasibi and the Cree labour force and an assumed 0.0% participation rate for those individuals who will be leaving the Chisasibi and the Cree labour markets. Incorporating the actual male and female participation and unemployment rates in the estimation and assuming a 0.0% participation rate for those individuals who will be leaving the Chisasibi and the Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants and the total number of individuals who will be unemployed in the Chisasibi and the Cree labour markets and, hence, allow for an estimation of the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013, given the population data. Table 2.3.1 shows the resulting estimates on the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Chisasibi and the Cree labour force.

**Table 2.3.1  
Chisasibi and Cree Labour Force: Estimated New Job Requirements (2008 CLMS)**

Number of new job requirements in 2013	Chisasibi	Cree
to <u>attain</u> full employment levels	630	2,650
to <u>maintain</u> 2008 employment levels	180	700

Based on these estimates, the Chisasibi labour force will have increased to 2,275 by 2013 and in order to attain full employment levels in 2013, an estimated 630 new jobs would be required (126 new jobs per year) and in order to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 180 new jobs would be required (36 new jobs per year). The high population growth experienced over the past decade(s) has resulted in a large increase in the Chisasibi labour force due to the

high number of individuals entering the Chisasibi labour market that are not being equally offset by the number of individuals leaving the Chisasibi labour market. The data clearly shows that there are and will be more young individuals entering the Chisasibi labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.1 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013.

The Cree labour force will have increased to 8,445 by 2013 and in order to attain full employment levels in 2013, an estimated 2,650 new jobs would be required (530 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 700 new jobs would be required (140 new jobs per year). As with the Chisasibi population, the Cree population has experienced a high population growth over the past decade(s) that has resulted in a large increase in the Cree labour force due to the high number of individuals entering the Cree labour market that are not being equally offset by the number of individuals leaving the Cree labour market. The data clearly shows that there are and will be more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013.

### 3.0 Chisasibi Labour Force: Language Proficiency Levels

#### 3.1 Introduction

This section provides an analysis of the language proficiency levels of the Chisasibi labour force in comparison with the Cree labour force.

The language section of the CLMS asked individuals, 15-64 years of age, to indicate the language(s) they are able to communicate in (spoken only and spoken and written). It was set up to capture all of the languages, official and non-official languages the individual is able to communicate in, so multiple responses were allowed.

It should be noted that the analysis on the language proficiency levels only deals with the Cree, English and French languages even though there may be other languages that may have been indicated by the Chisasibi and by the Cree labour force.

#### 3.2 Chisasibi Labour Force: Language Proficiency Levels

Individuals, 15-64 years of age, were asked to indicate the language(s) they are able to communicate in (spoken only and spoken and written). Table 3.2.1 shows the language characteristics of the Chisasibi and the Cree labour force. The data is presented so that the indicated language(s) (spoken only and spoken and written) covers all of the language(s) that were indicated as a single response or as a multiple response, as a percentage of the Chisasibi and the Cree labour force.

**Table 3.2.1  
Chisasibi and Cree Labour Force: Language Proficiency Levels (2008 CLMS)**

Labour Force (15-64 years of age) Language(s)	Chisasibi		Cree	
	Spoken only	Spoken and Written	Spoken only	Spoken and Written
Cree	99.4%	31.7%	98.7%	22.1%
English	99.6%	97.4%	98.7%	95.4%
French	40.5%	29.1%	37.2%	26.5%
Cree and English	98.8%	30.9%	97.5%	21.2%
Cree and French	39.7%	14.2%	36.6%	8.1%
English and French	40.3%	28.7%	37.0%	25.4%
Cree, English and French	39.5%	14.2%	36.4%	7.9%

The percentage of the Chisasibi labour force that is able to speak in the Cree, English and French languages is slightly higher than that of the Cree labour force.

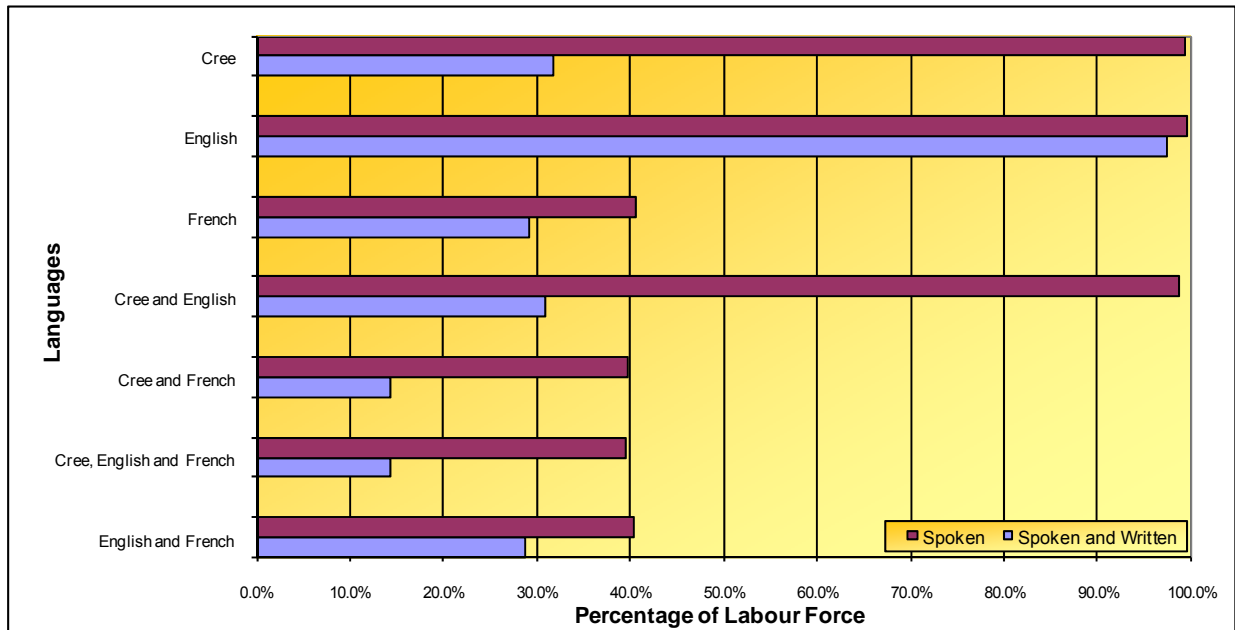
The data shows that 99.4% of the Chisasibi labour force is able to speak in the Cree language, 99.6% is able to speak in the English language and 40.5% is able to speak in the French language. There is a high percentage that is able to speak in more than one language; in the Cree and English, in the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English

languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. The Cree and the English language(s) are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and in the spoken and written categories, 99.4% and 31.7%, 99.6% and 97.4%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentages of 40.5% and 29.1%, respectively. For the Cree labour force, 98.7% is able to speak in the Cree language, 98.7% is able to speak in the English language and 37.2% is able to speak in the French language. There is a high percentage that is able to speak in more than one language; in the Cree and English, in the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. As with the Chisasibi labour force, the Cree and the English languages are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and in the spoken and written categories, 98.7% and 22.1%, 98.7% and 95.4%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentages of 37.2% and 26.5%, respectively.

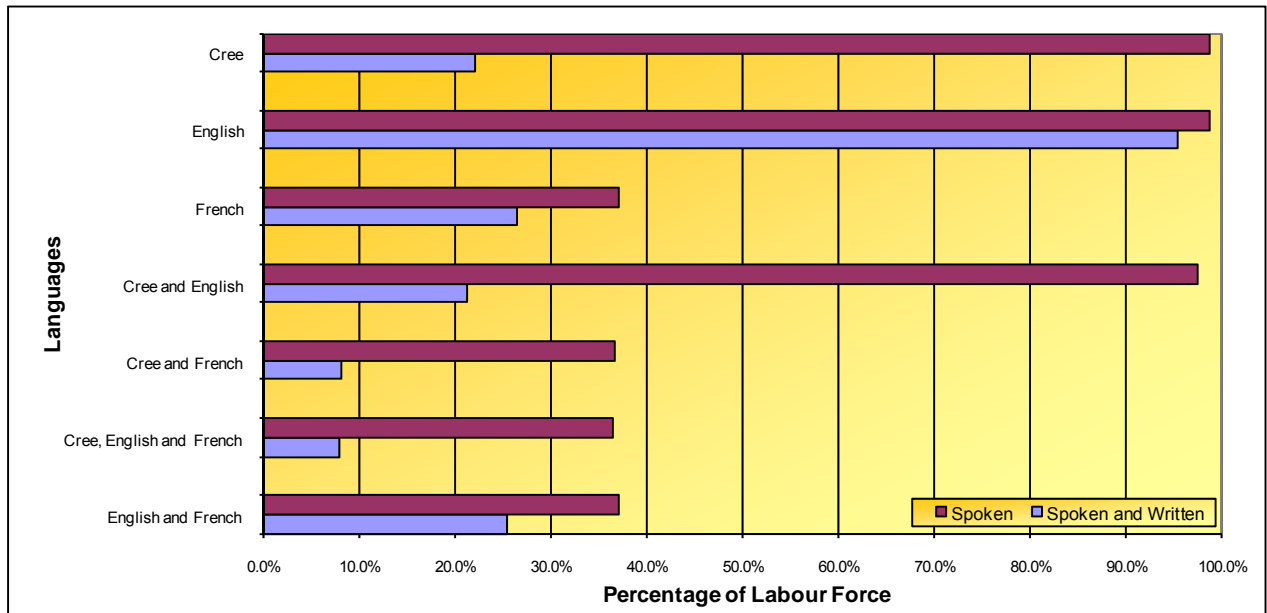
There is a large segment of the Chisasibi labour force that cannot write in the Cree language; only 31.7% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 97.4% and 29.1%, respectively. This is similar for the percentage that indicated that it is able to write in the Cree and French, in the Cree, English and French languages. The percentage that indicated that it is able to write in the Cree and English and in the English and French languages is higher than the percentage that indicated that it is able to write in the Cree and French and the Cree, English and French because of the higher percentage that indicated that it is able to write in the English and in the French languages compared to the percentage that indicated that they are able to write in the Cree language. There is also a large segment of the Cree labour force that cannot write in the Cree language; 22.1% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 95.4% and 26.5%, respectively. This is similar for the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French languages. The percentage that indicated that it is able to write in the English and French languages is higher than the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French because of the higher percentage that indicated that it is able to write in the English and in the French languages compared to the percentage that indicated that it is able to write in the Cree language.

Figure 3.2.1 shows the language proficiency levels of the Chisasibi labour force and Figure 3.2.2 shows the language proficiency levels of the Cree labour force, graphically.

**Figure 3.2.1**  
**Chisasibi Labour Force: Language Proficiency Levels (2008 CLMS)**



**Figure 3.2.2**  
**Cree Labour Force: Language Proficiency Levels (2008 CLMS)**



Overall, for the Chisasibi and the Cree labour force, the Cree language is predominately the language spoken and the English language is predominately the official language spoken and written then the French language spoken and written.

#### 4.0 Chisasibi Labour Force: School Attendance and Educational Achievement Levels and Major Fields of Study

##### 4.1 Introduction

This section provides an analysis of the school attendance and educational achievement levels and the major fields of study of the Chisasibi labour force in comparison with the Cree labour force.

The education section of the CLMS asked individuals, 15-64 years of age, to provide information on their educational background. To indicate their current educational status, the highest grade of elementary or high school attended (completed or not), the highest year of university or any other non-university completed, major field of study and full-time or part-time status.

##### 4.2 Chisasibi Labour Force: School Attendance

Individuals, 15-64 years of age, were asked if they had or were currently attending school during the 2007-2008 academic year and, if so, to indicate either high school, college, university or other and to specify full-time or part-time attendance. This allowed for the identification of the school attendance and full-time and part-time attendance levels. Table 4.2.1 shows the school attendance and full-time and part-time attendance of the Chisasibi and the Cree, 15-24 years of age groups.

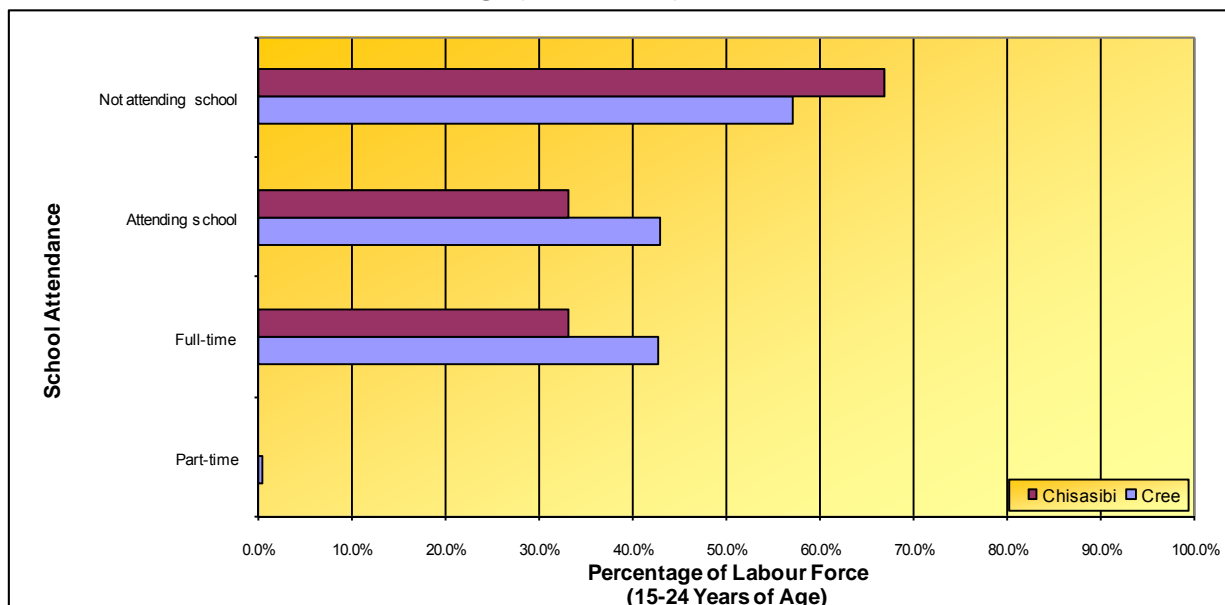
**Table 4.2.1**  
**Chisasibi and Cree Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**

Labour Force (15-24 years of age) School Attendance	Chisasibi	Cree
Not attending school	66.9%	57.0%
Attending school	33.1%	43.0%
Full-time	33.1%	42.6%
Part-time	0.0%	0.4%

The school attendance of the Chisasibi, 15-24 years of age group, for the 2007-2008 academic year, is low and is lower than the school attendance level of the Cree, 15-24 years of age group; 33.1% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 33.1% were attending school on a full-time basis and 0.0% on a part-time basis. The school attendance of the Cree, 15-24 years of age group, for the 2007-2008 academic year, is low but is higher than the school attendance of the Chisasibi, 15-24 years of age group; 43.0% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 42.6% were attending school on a full-time basis and 0.4% on a part-time basis.

Figure 4.2.1 shows the school attendance, full-time and part-time school attendance of the Chisasibi and the Cree, 15-24 years of age groups, graphically.

**Figure 4.2.1**  
**Chisasibi and Cree Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**



Overall, the school attendance of the Chisasibi, 15-24 years of age group is low and all of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis. The school attendance of the Cree, 15-24 years of age group is low and all or a majority of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis.

It is important to note that, in general, for all populations, full-time school attendance is higher among younger age groups and generally decline in the older age groups and since the analysis is limited to the 15-24 years of age group where most of these individuals were attending high school or attending a post-secondary educational institution at some point during the 2007-2008 academic year, both requiring full-time attendance, hence, the high full-time school attendance reported.

### 4.3 Chisasibi Labour Force: Educational Achievement Levels

Individuals, 15-64 years of age, were asked to indicate their highest grade of elementary or high school attended (completed or not) and/or the highest level of university or any other non-university completed. This allowed for the identification of the highest educational level attained so that it could be classified according to the eleven standard educational achievement level classifications. The educational achievement level classification an individual falls into is determined by their highest level of education. For example, an individual with both a college



diploma and a university degree would fall in the university with bachelor's degree or higher classification. Table 4.3.1 shows the educational achievement levels of the Chisasibi and Cree labour force that were *not attending* school.

**Table 4.3.1**  
**Chisasibi and Cree Labour Force:**  
**Educational Achievement Levels (2008 CLMS)**

Labour Force (15-64 years of age) Educational Achievement Level	Chisasibi	Cree
None	3.3%	3.1%
Less than grade 9	38.6%	32.0%
Grade 9 without a secondary graduation certificate	26.9%	27.7%
Grade 9 with a secondary graduation certificate	9.3%	11.8%
Trades certificate or diploma	2.1%	2.5%
Some postsecondary without degree, certificate or diploma	0.0%	0.0%
Other non-university education without certificate or diploma	7.4%	9.7%
Other non-university education with certificate or diploma	6.2%	8.7%
University without degree without certificate or diploma	0.0%	0.0%
University without degree with certificate or diploma	2.1%	1.5%
University with bachelor's degree or higher	3.8%	3.1%

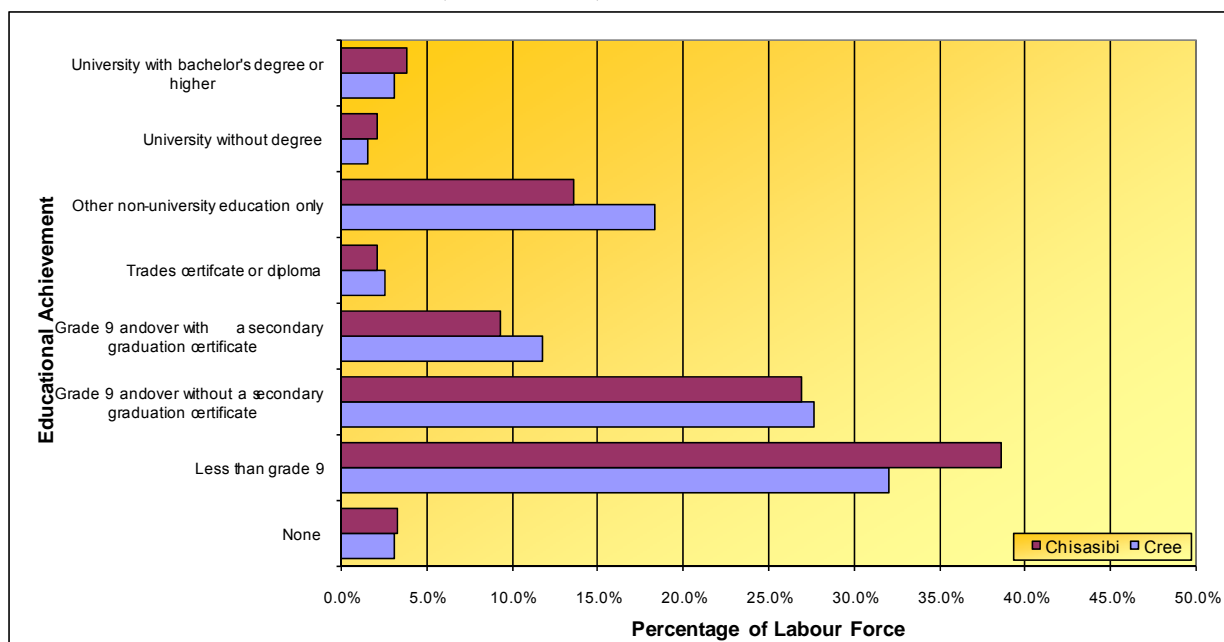
The percentage of the Chisasibi labour force with less than a post-secondary educational level is high and is higher than that of the Cree labour force with the none (no formal education) and the less than grade 9 showing slightly lower percentages; 78.1% of the Chisasibi labour force possess a less than a post-secondary educational level; 68.8% possess a grade 9 without a secondary graduation certificate and less and 9.3% possess a grade 9 and over with a secondary graduation certificate. The percentage of the Cree labour force with less than a post-secondary educational level is high but is lower than that of the Chisasibi labour force with the grade 9 without a secondary graduation certificate and the grade 9 with a secondary graduation certificate showing slightly higher percentages; 74.5% of the Cree labour force possess a less than a post-secondary educational level; 62.7% possess a grade 9 without a secondary graduation certificate and less and 11.8% possess a grade 9 and over with a secondary graduation certificate.

The percentage of the Chisasibi labour force with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low and are lower than that of the Cree labour force with the university without degree with certificate or diploma and the university with bachelor's degree or higher showing slightly higher percentages; 21.7 % possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 14.3% possess post-secondary qualifications above the high school level. As a percentage of the labour force with post-secondary qualifications (with a certificate, diploma or a degree); 15.0% possess trades certificate or diploma, 43.3% possess other non-university education with certificate or diploma, 15.0% possess university without degree with certificate or diploma and 26.7% possess university bachelor's degree or higher. The percentage of the Cree labour force with a post-

secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low but are higher than that of the Chisasibi labour force with the trades certificate or diploma, the other non-university education without certificate or diploma and the other non-university education with certificate or diploma showing slightly higher percentages; 25.5 % possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 15.9% possess post-secondary qualifications above the high school level. As a percentage of the labour force with post-secondary qualifications (with a certificate, diploma or a degree); 16.8% possess trades certificate or diploma, 53.9% possess other non-university education with certificate or diploma, 9.9% possess university without degree with certificate or diploma and 19.4% possess university bachelor’s degree or higher.

Figure 4.3.1 shows the educational achievement levels of the Chisasibi and the Cree labour force that were *not attending school*, graphically.

**Figure 4.3.1**  
**Chisasibi and Cree Labour Force:**  
**Educational Achievement Levels (2008 CLMS)**



Overall, the percentage of the Chisasibi labour force with less than a post-secondary educational level is high and is also higher than that of the Cree labour force with the none (no formal education and the less than grade 9 showing slightly lower percentages). The percentage with a post-secondary educational level (with or without a certificate, diploma or degree) and/or (with a certificate, diploma or degree) are both low and are lower than that of the Cree labour force with the university without degree with certificate or diploma and the university with bachelor’s degree or higher showing slightly higher percentages. The percentage of the Cree labour force with less than a post-secondary educational level is high but is lower than that of the Chisasibi

labour force with the grade 9 without a secondary graduation certificate and the grade 9 with a secondary graduation certificate showing slightly higher percentages. The percentage with a post-secondary educational level (with or without a certificate, diploma or degree) and/or (with a certificate, diploma or degree) are both low but are higher than that of the Chisasibi labour force with the trades certificate or diploma, the other non-university education without certificate or diploma and the other non-university education with certificate or diploma showing slightly higher percentages.

It is important to note that the educational achievement level figures normally reported includes individuals that are still in school and this tends to skew the educational achievement levels. This is clearly evident in the two educational achievement level classifications; the less than grade 9 and the grade 9 and over without a secondary graduation certificate. Before any adjustments were made for the “*not attending school*” these two classifications account for approximately 66.7% of the Chisasibi labour force (61.6% of the Cree labour force). After the adjustments were made, these two classifications account for approximately 65.5% of the Chisasibi labour force (59.7% of the Cree labour force). The unadjusted data on the educational achievement levels of the Chisasibi and the Cree labour force is provided in Appendix C: Cree Labour Force by Community, Education: School Attendance; Educational Achievement Levels and Major Fields of Study.

With respect to the trades certificate or diploma classification: trades certificate or diploma are considered as “*post-secondary qualifications*” in the educational achievement level analysis even though completion of secondary school may not have been a prerequisite for some trade apprenticeship programs.

#### **4.4 Chisasibi Labour Force: Major Fields of Study**

Individuals, 15-64 years of age, with post-secondary qualifications, were asked to specify their major field of study at the highest level of university or any other non-university completed. This allowed for the identification of the major fields of study so that they could be classified according to the eleven standard major fields of study classifications. Table 4.4.1 shows the major fields of study of the Chisasibi and Cree labour force with post-secondary qualifications that were *not attending school*.

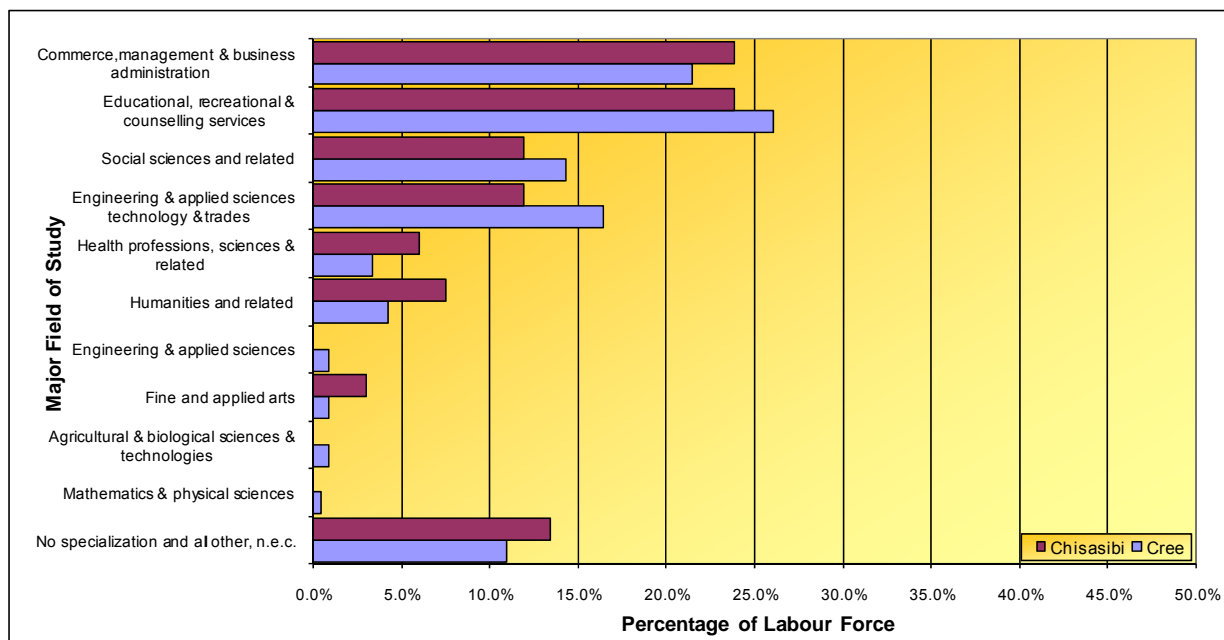
**Table 4.4.1**  
**Chisasibi and Cree Labour Force: Major Fields of Study (2008 CLMS)**

Labour Force (15-64 years of age) Major Field of Study	Chisasibi	Cree
Educational, recreational & counselling services	23.9%	26.1%
Fine and applied arts	3.0%	0.8%
Humanities and related fields	7.5%	4.2%
Social sciences and related fields	11.9%	14.3%
Commerce, management & business administration	23.9%	21.4%
Agricultural & biological sciences & technologies	0.0%	0.8%
Engineering & applied sciences	0.0%	0.8%
Engineering & applied sciences technology & trades	11.9%	16.4%
Health professions, sciences & related fields	6.0%	3.4%
Mathematics & physical sciences	0.0%	0.4%
No specialization and all other, n.e.c.	13.4%	10.9%

The percentage of the Chisasibi labour force with post-secondary qualifications (with a certificate, diploma or degree) is low and is lower than that of the Cree labour force; 14.3% possess post-secondary qualifications and four major fields of study account for 71.6% of the labour force with a post-secondary educational qualifications; 23.9% showed a strong interest in the commerce, management and business administration fields, 23.9% showed a strong interest in the educational, recreational and counseling services fields, 11.9% showed a strong interest in the social sciences and related fields and 11.9% showed a strong interest in engineering and applied sciences technology and trades fields of study. The percentage of the Cree labour force with post-secondary qualifications (with a certificate, diploma or degree) is low but is higher than that of the Chisasibi labour force; 15.9% possess post-secondary qualifications and the same four major fields of study account for 78.2% of the labour force with a post-secondary educational qualifications; 21.4% showed a strong interest in the commerce, management and business administration, 26.1% showed a strong interest in the educational, recreational and counseling services, 14.3% showed a strong interest in the social sciences and related fields and 16.4% showed a strong interest in the engineering and applied sciences, technology and trades fields of study.

Figure 4.4.1 shows the major fields of study of the Chisasibi and Cree labour force with post-secondary qualifications that were *not attending school*, graphically.

**Figure 4.4.1**  
**Chisasibi and Cree Labour Force: Major Fields of Study (2008 CLMS)**



Overall, there is very little variation in the major fields of study of the Chisasibi and the Cree labour force with post-secondary qualifications. A higher percentage of the Chisasibi labour force with post-secondary qualifications possess post-secondary qualifications in one of the four major fields of study; the commerce, management and business administration field of study; and a higher percentage of the Cree labour force with post-secondary qualifications possess post-secondary qualifications in three of the four major fields of study; the educational, recreational and counseling services fields; the social sciences and related fields and the engineering and applied sciences, technology and trades fields of study.

## 5.0 Chisasibi Labour Force: Labour Market Activity

### 5.1 Introduction

This section provides an analysis of the labour market activity of the labour force; the participation and unemployment rates, the employment to population ratios, the industry and occupation classifications (broad groups) and the employment status in comparison with the Cree labour force.

The employment and the employment history sections of the CLMS asked individuals, 15-64 years of age, to provide information on their labour market status (employed/unemployed) and on their current/previous employment (occupation and employment status, etc.).

### 5.2 Chisasibi and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios

Individuals, 15-64 years of age, were asked to indicate their labour market status and, if unemployed, to indicate whether or not they were actively seeking employment at the time of, or during the 4-week period prior to the CLMS (March 2, 2008 to March 29, 2008). This allowed for the participation and unemployment rates and the employment to population ratios, three of the most widely used indicators of the labour market activity to be determined. The participation rate refers to the labour force who, at the time of the CLMS, were actively seeking employment as a percentage of the total labour force, 15-64 years of age; the unemployment rate refers to the total labour force who, at the time of the CLMS, were unemployed but were actively seeking employment as a percentage of the total labour force, 15-64 years of age; and the employment to population ratio refers to the labour force who, at the time of the CLMS, were employed as a percentage of the total population, 15-64 years of age. Table 5.2.1 shows the 2008 labour force participation and unemployment rates and the employment to population ratios of the Chisasibi and the Cree labour force.

**Table 5.2.1**  
**Chisasibi and Cree Labour Force:**  
**Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)**

Labour Force (15-64 years of age) Participation, Unemployment Rates and Employment to Population Ratios	Chisasibi	Cree
<b>Participation rate</b>	<b>82.2%</b>	<b>81.4%</b>
Male	86.6%	85.3%
Female	77.8%	77.4%
<b>Unemployment rate</b>	<b>20.0%</b>	<b>22.8%</b>
Male	25.2%	27.0%
Female	13.8%	18.1%
<b>Employment to Population ratio</b>	<b>65.7%</b>	<b>62.8%</b>
Male	64.4%	62.3%
Female	67.1%	63.4%

In 2008, the Chisasibi and Cree labour markets were characterized by high participation and unemployment rates and low employment to population ratios.

The participation rate for the Chisasibi labour force stood at 82.2% (86.6% for the males and 77.8% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 69.6% (71.6% for the males and 68.5% for the females). The participation rates by gender show that the male participation rates were consistently higher than those of the females across all of the major age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 71.6%. The female participation rates were also high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 68.5%. The participation rate for the Cree labour force stood at 81.4% (85.3% for the males and 77.4% for the females) was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 56.8% (46.6% for the males and 55.4% for the females). The participation rates by gender show that the male participation rates were consistently higher than those of the females across all of the major age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 46.6%. The female participation rate were also high across all of the major age groups with the 15-64 and the 15-24 years of age groups showing lower participation rates of 77.4% and 55.4%, respectively.

The Chisasibi labour force participation rate was higher than the participation rate for the Cree labour force but was lower across all of the major age groups with the 15-24 years of age group showing a higher participation rate of 69.6% (71.6% for the males and 68.5% for the females), respectively. The participation rates by gender show the male participation rates were lower across all of the major age groups with the 15-64 and the 15-24 years of age groups showing higher participation rates of 86.6% and 71.6%, respectively, and the female participation rate were also lower across all of the major age groups with the 15-64 and the 15-24 years of age groups showing higher participation rates of 77.8% and 68.5%, respectively.

The unemployment rate for the Chisasibi labour force stood at 20.0% (25.2% for the males and 13.8% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 30.1% (34.0% for the males and 26.0% for the females) and the 45-64 years of age group showing a lower unemployment rate of 11.8% (18.0% for the males and 5.8% for the females). The unemployment rates by gender show that the male unemployment rates were consistently higher than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 34.0% and the 45-64 years of age group showing a lower unemployment rate of 18.0%. The female unemployment rates were also high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 26.0% and the 25-64 and 45-64 years of age groups showing lower unemployment rates of 9.6% and 5.8%, respectively. The unemployment rate for the Cree labour force stood at 22.8% (27.0% for the males and 18.1% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 41.9% (46.6% for the males and 36.7% for the females) and the 45-64 years of age group showing a lower unemployment rate of 14.6% (19.4% for the males and 9.6%

for the females). The unemployment rates by gender show that the male unemployment rates were consistently higher than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 46.6% and the 45-64 years of age group showing a lower unemployment rate of 19.4%. The female unemployment rates were also high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 36.7% and the 45-64 years of age group showing a lower unemployment rate of 9.6%.

The Chisasibi labour force unemployment rate was lower than the unemployment rate for the Cree labour force and was lower across all of the major age groups. The unemployment rates by gender show that the male unemployment rates were lower across all of the major age groups with the 25-44 and the 25-64 years of age groups showing higher unemployment rates of 24.3% and 23.0%, respectively, and the female unemployment rates were lower across all of the major age groups.

The employment to population ratio for the Chisasibi labour force stood at 65.7% (64.4% for the males and 67.1% for the females) and was low across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 62.8% (62.3% for the males and 63.4% for the females) and 48.6% (47.3% for the males and 50.7% for the females), respectively. The employment to population ratios by gender show that the male employment to population ratios were consistently lower than those of the females across all of the major age groups. The male employment to population ratios were high across all of the major age groups with the 15-64 and 15-24 years of age groups showing low employment to population ratios of 64.4% and 47.3%, respectively. The female employment to population ratios were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing low employment to population ratios of 67.1% and 50.7%, respectively. The employment to population ratio for the Cree labour force stood at 62.8% (62.3% for the males and 63.4% for the females) and was low across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment ratios of 62.8% (62.3% for the males and 63.4% for the females) and 33.2% (32.3% for the males and 35.1% for the females, respectively, and the 45-64 years of age group showing a higher employment to population of 78.6% (76.9% for the males and 80.3% for the females). The employment to population ratios by gender show that the male employment to population ratios were consistently lower than those of the females across all of the major age groups with the 25-44 years of age group showing a higher employment to population ratio of 73.4% (72.1% for the females). The male employment to population ratios were high with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 62.3% and 32.3%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 76.9%. The female employment to population ratios were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 63.4% and 35.1%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 80.3%.

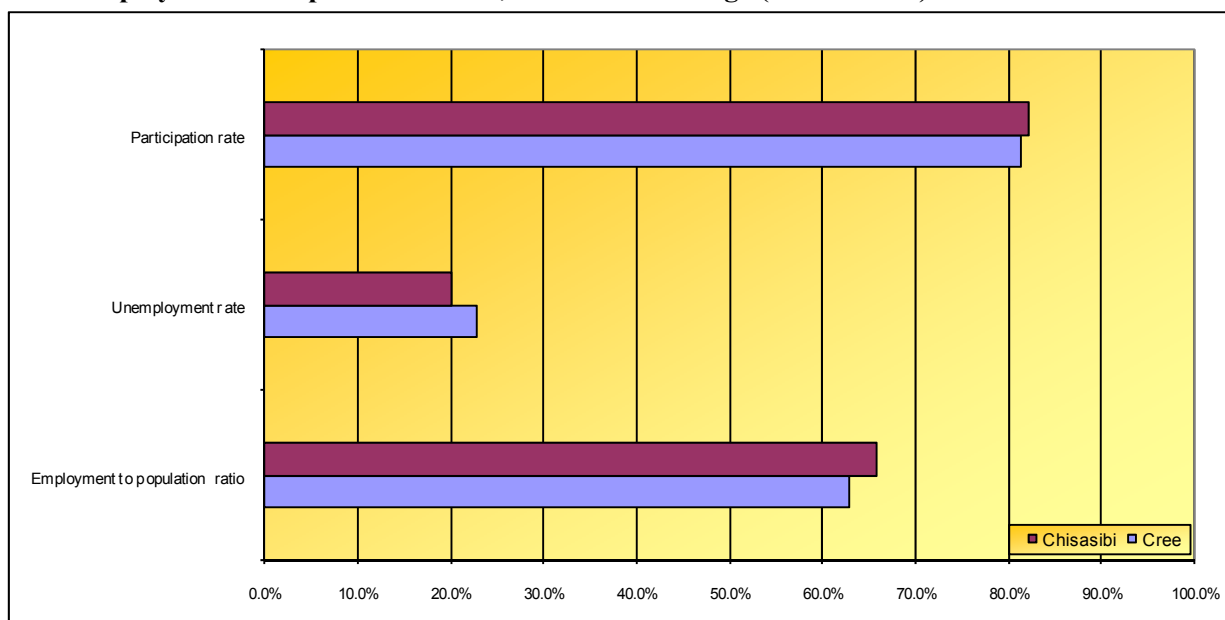
The Chisasibi labour force employment to population ratio was higher than the employment to population ratio for the Cree labour force but was lower across all of the major age groups with the 15-24 years of age group showing a higher employment to population of 48.6% (47.3% for



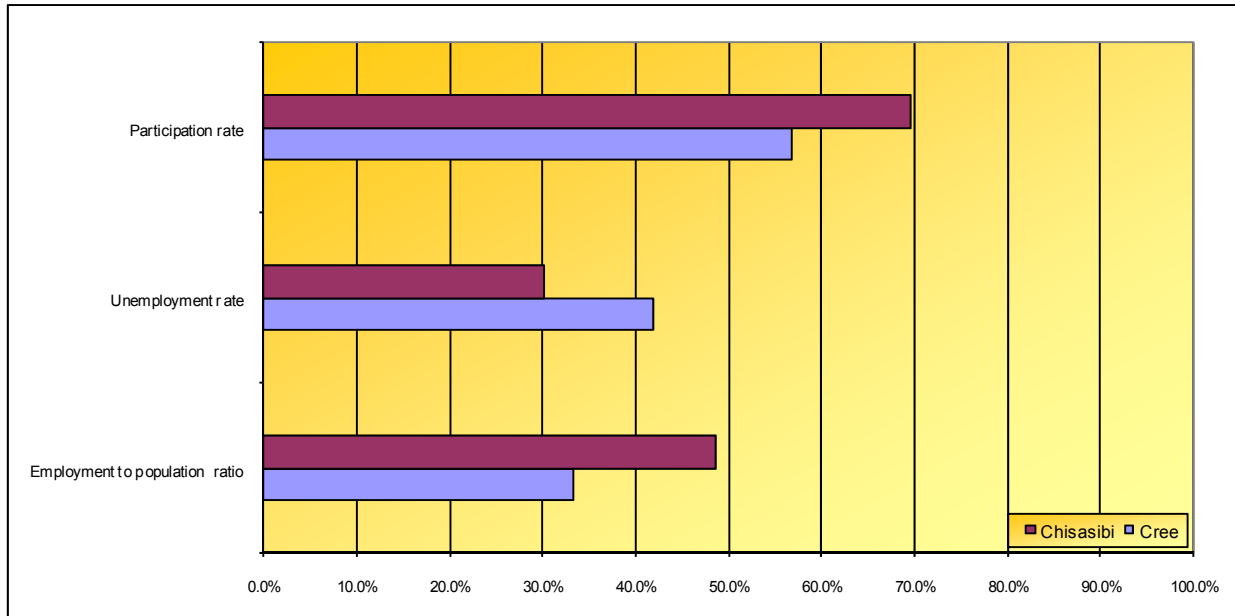
the males and 50.7% for the females). The employment to population ratios by gender show that the male employment to population ratios were higher across all of the major age groups with the 25-44 and 25-64 years of age groups showing lower employment to population ratios of 69.2% and 71.7%, respectively, and the female employment to population ratios were lower across all of the major age groups with the 15-64 and the 15-24 years of age groups showing a higher employment to population ratios of 67.1% and 50.7%, respectively.

Figure 5.2.1 shows the participation and unemployment rates and the employment to population ratios of the Chisasibi and the Cree labour force, 15-64 years of age groups, Figure 5.2.2 shows the participation and unemployment rates and the employment to population ratios of the Chisasibi and the Cree labour force, 15-24 years of age groups and Figure 5.2.3 shows the participation and unemployment rates and the employment to population ratios of the Chisasibi and the Cree labour force, 25-64 years of age groups, graphically.

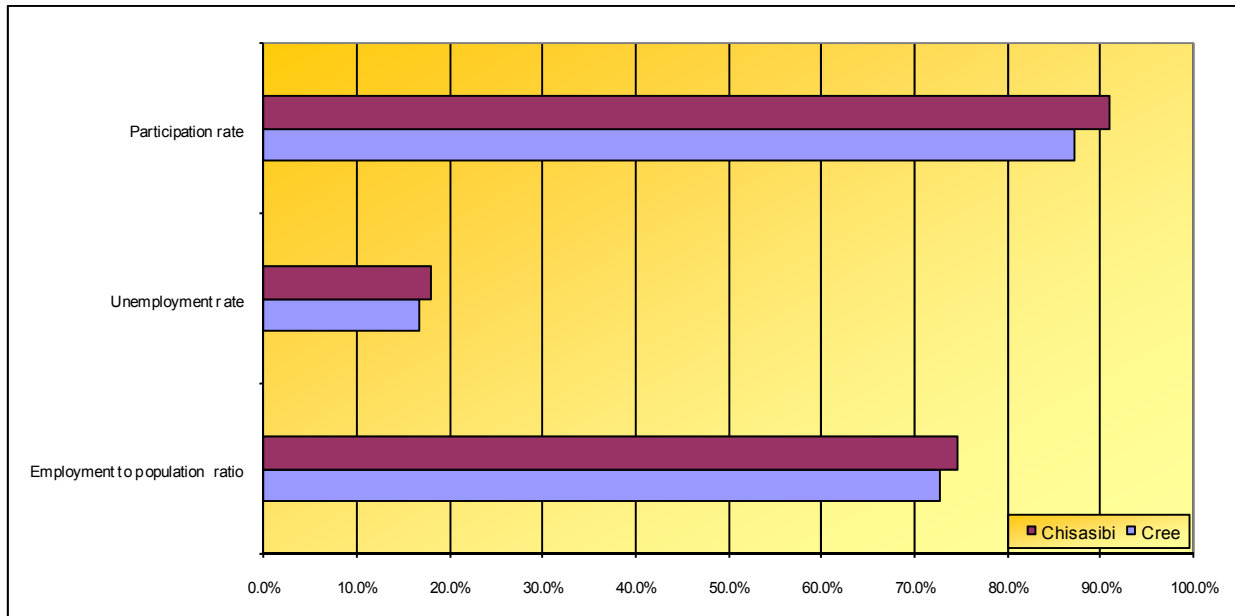
**Figure 5.2.1**  
**Chisasibi and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)**



**Figure 5.2.2**  
**Chisasibi and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)**



**Figure 5.2.3**  
**Chisasibi and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)**



Overall, the Chisasibi labour force participation and unemployment rates were high and employment to population ratios were low across all of the major age groups with the 15-24

years of age group showing a lower participation rate, a higher unemployment rate and the 15-64 and 15-24 years of age groups showing lower employment to population ratios.

The high participation and unemployment rates that characterized the Chisasibi labour market indicate that the Chisasibi labour market has only been able to absorb a low percentage of the existing labour force and the low employment to population ratio indicates that the Chisasibi labour market has only been able to utilize a low percentage of the existing labour force pool. The data clearly shows that there were a high number of individuals entering the Chisasibi labour market that were not being equally offset by the number of individuals leaving the Chisasibi labour market. There were more young individuals entering the Chisasibi labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.0 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated at approximately 2.2% per year, is not likely improve the performance of, and could pose a seriously strain on the labour force absorption capacity of the Chisasibi labour market. This phenomenon, given the relatively young population and the high population growth rate, can be expected to continue throughout the coming decade(s).

The Cree labour force participation and unemployment rates were high across all the major age groups and the employment to population ratios were low across all of the major age groups with the 15-24 years of age group showing a lower participation rate, a higher unemployment rate and the 15-64 and 15-24 years of age groups showing lower employment to population ratios.

The high participation and unemployment rates that characterized the Cree labour market indicate that the Cree labour market has only been able to absorb a small percentage of its existing labour force and the low employment to population ratio indicates that the Cree labour market has only been able to utilize a low percentage of its existing labour force pool. The data clearly shows that there were a high number of individuals entering the Cree labour market that were not being equally offset by the number of individuals leaving the Cree labour market. There were more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated at approximately 2.4% per year, is not likely improve the performance of, and could pose a seriously strain on the labour force absorption capacity of the Cree labour market. This phenomenon, given the relatively young Cree population and the high population growth rate, can be expected to continue throughout the coming decade(s).

### **5.3 Chisasibi Labour Force: Industry Classification**

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the identification of the industry where the individual found employment so that it could be classified according to the three main industry sectors as well as to the twenty-one industry classifications of the 2001 North American Industry Classification System (NAICS).

The three main industry sectors are; the primary industries, which includes agriculture, forestry, mining , hunting and fishing and other resource based industries; the secondary industries, which includes manufacturing, construction, transportation and storage and communication industries; and the tertiary industries, which includes wholesale and retail trades, finance, insurance, real estate, business services, government, accommodation, food, and beverage and other service industries. Table 5.3.1 shows the main industry sectors where the Chisasibi and the Cree employed labour force found employment.

**Table 5.3.1  
Chisasibi and Cree Labour Force: Industry Sector (2008 CLMS)**

Labour Force (15-64 years of age) Industry	Chisasibi	Cree
Primary	24.7%	23.8%
Secondary	11.6%	10.3%
Tertiary	63.8%	65.9%

The secondary and tertiary industry account for 75.4% of all the jobs for the Chisasibi employed labour force; 24.7% found employment in the primary industry, 11.6% in the secondary industry and 63.8% in the tertiary industry. Alternatively, for every 100 jobs created; approximately 64 jobs were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 12 jobs were created in the secondary industry by the construction and transportation related activities and 25 jobs were created in the primary industry by the agriculture, forestry, fishing and hunting and mining activities. The secondary and tertiary industry accounted for 89.7% of all the jobs for the Cree employed labour force; 23.8% found employment in the primary industry, 10.3% in the secondary industry and 65.9% in the tertiary industry. Alternatively, for every 100 jobs created; approximately 66 jobs were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 10 jobs were created in the secondary industry by the construction and transportation related activities and 24 jobs were created in the primary industry by the agriculture, forestry, fishing and hunting and mining activities. This data takes hunting and trapping into account, since this activity is practiced by approximately 24.1% of the Chisasibi employed labour force (22.0% for the Cree employed labour force). Table 5.3.2 shows the main industry classifications where the Chisasibi and the Cree employed labour force found employment.

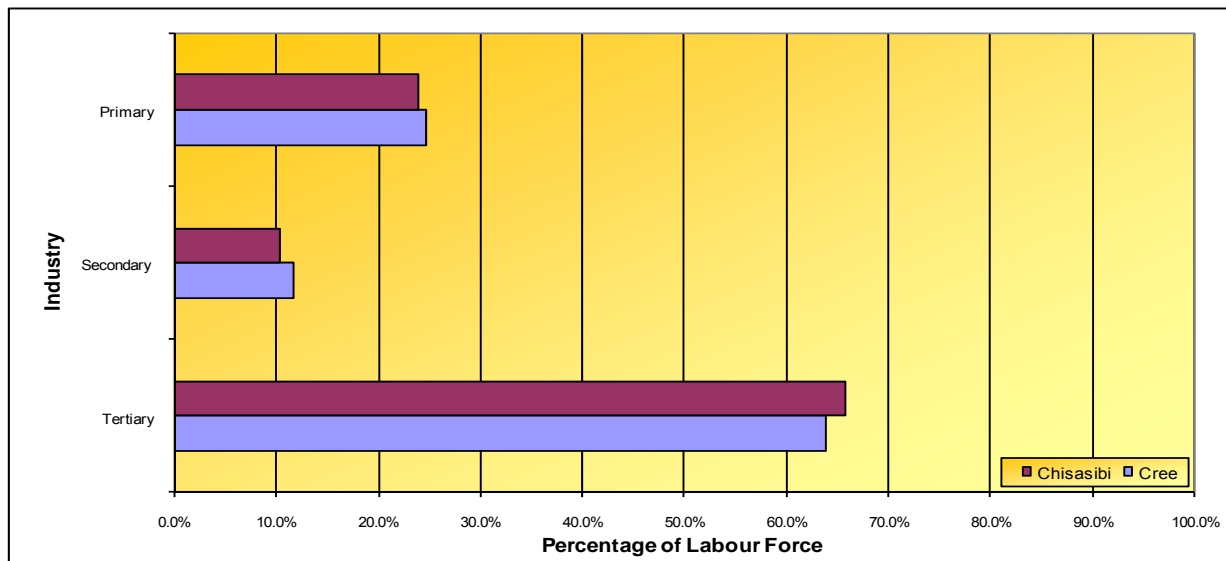
**Table 5.3.2**  
**Chisasibi and Cree Labour Force: Industry Classification (2008 CLMS)**

Labour Force (15-64 years of age) Industry	Chisasibi	Cree
Agriculture, forestry, fishing and hunting	24.1%	22.0%
Mining and oil and gas extraction	0.0%	0.4%
Manufacturing	0.0%	0.0%
Construction industries	10.1%	8.7%
Transportation and storage industries	1.2%	0.9%
Communications and other utility industries	0.0%	0.1%
Wholesale and retail trade industries	8.2%	4.7%
Information and cultural industries	0.0%	0.4%
Finance, insurance, real estate industries	2.1%	1.0%
Professional, scientific and technical services	0.0%	0.1%
Management of companies and enterprises	1.8%	1.9%
Business and services industries	0.0%	0.0%
Administrative and support, waste management and remedial services	0.0%	0.0%
Government services industries	0.0%	0.0%
Educational services industries	16.8%	15.8%
Health and social services industries	15.2%	11.7%
Arts, entertainment and recreation	1.5%	1.3%
Accommodation, food and beverage industries	2.4%	3.3%
Other service industries (except public administration)	0.3%	0.4%
Public administration	13.7%	21.2%
Industry not elsewhere classified	2.1%	6.3%

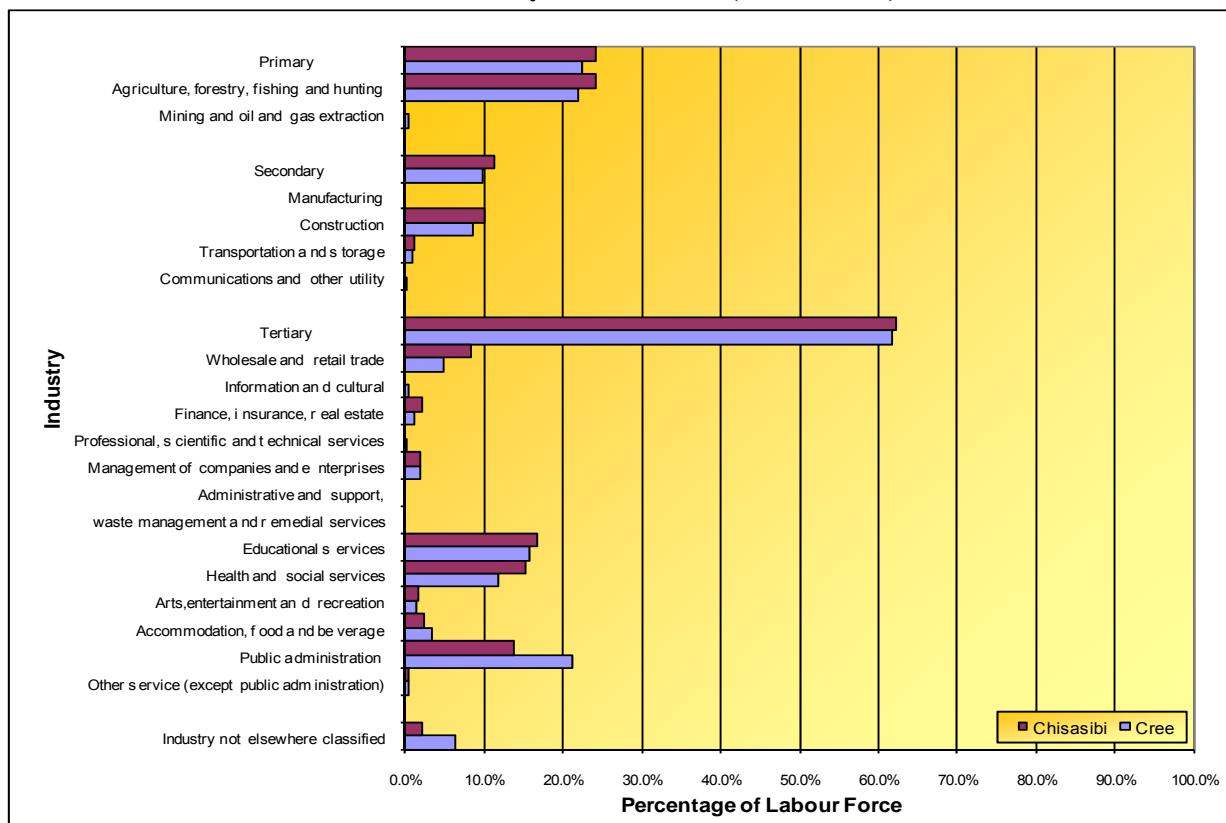
Six major industry classifications account for 88.1% of the Chisasibi employed labour force; 24.1% found employment in the agriculture, forestry, fishing and hunting, 16.8% found employment in the educational services, 15.2% found employment in the health and social services, 13.7% found employment in the public administration, 10.1% found employment in the construction and 8.2% found employment in the wholesale and retail trade industries. The same six major industry classifications account for 84.1% of the Cree employed labour force; 22.0% found employment in the agriculture, forestry, fishing and hunting, 15.8% found employment in the educational services, 11.7% found employment in the health and social services, 21.2% found employment in the public administration, 8.7% found employment in the construction and 4.7% found employment in the wholesale and retail trade industries.

Figure 5.3.1 shows the main industry sectors where the Chisasibi and the Cree employed labour force found employment and Figure 5.3.2 shows the main industry classifications where the Chisasibi and the Cree employed labour force found employment, graphically.

**Figure 5.3.1**  
**Chisasibi and Cree Labour Force: Industry Sector (2008 CLMS)**



**Figure 5.3.2**  
**Chisasibi and Cree Labour Force: Industry Classification (2008 CLMS)**



Overall, the data shows very little variation in the industry distribution of the Chisasibi and Cree employed labour force. A higher percentage of the Chisasibi employed labour force found employment in five of the six major industry classifications; the agriculture, forestry, fishing and hunting, the construction, the wholesale and retail trade, the educational services and health and the social services industries; and a higher percentage of the Cree employed labour force found employment in one of the six major industry classifications; the public administration industry. The data does clearly show a prevalent imbalance in the distribution, where the majority find employment in the tertiary industries and very few find employment in the primary and secondary industries.

#### 5.4 Chisasibi Labour Force: Occupation Classification

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the occupation of the individual to be identified so that it could be classified according to the eleven standardized 2001 National Occupational Classification Codes (NOC). Table 6.4.1 shows the main occupation classifications of the Chisasibi and the Cree employed labour force.

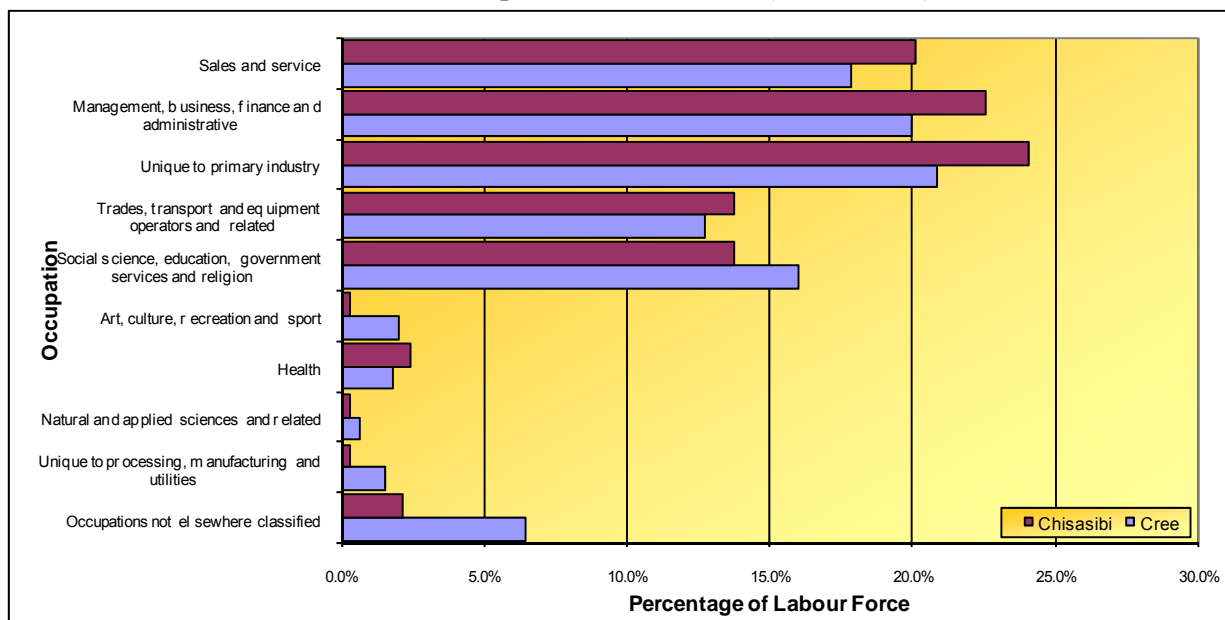
**Table 5.4.1  
Chisasibi and Cree Labour Force: Occupation Classification (2008 CLMS)**

Labour Force (15-64 years of age) Occupation	Chisasibi	Cree
Management, business, finance and administrative occupations	22.6%	19.9%
Natural and applied sciences and related occupations	0.3%	0.6%
Health occupations	2.4%	1.8%
Occupations in social science, education, government services and religion	13.7%	16.0%
Art, culture, recreation and sport occupations	0.3%	2.0%
Sales and service occupations	20.1%	17.9%
Trades, transport and equipment operators and related occupations	13.7%	12.8%
Occupations unique to primary industry	24.1%	20.9%
Occupations unique to processing in manufacturing and utilities	0.3%	1.5%
Occupations not elsewhere classified	2.1%	6.5%

Five of the largest occupational groups account for 94.2% of the Chisasibi employed labour force: 24.1% found employment in the primary, 22.6% found employment in the management, business, finance and administrative, 20.1% found employment in the sales and services, 13.7% found employment in the social science, education, government services and religion and 13.7% found employment in the trades, transport and equipment operators and related occupations. The same five of the largest occupational groups account for 87.5% of the Cree employed labour force: 20.9% found employment in the primary, 19.9% found employment in the management, business, finance and administrative, 17.9% found employment in the sales and services, 16.0% found employment in the social science, education, government services and religion and 12.8% found employment in the trades, transport and equipment operators and related occupations.

Figure 5.4.1 shows the main occupation classifications of the Chisasibi and the Cree employed labour force, graphically.

**Figure 5.4.1**  
**Chisasibi and Cree Labour Force: Occupation Classification (2008 CLMS)**



Overall, the data shows very little variation in the occupation distribution of the Chisasibi and the Cree employed labour force. A higher percentage of the Chisasibi employed labour force found employment in four of the five largest occupational groups; the management, business, finance and administrative, the primary, the sales and services and the trades transport and equipment operators and related occupations; and a higher percentage of the Cree employed labour force found employment in one of the five largest occupational groups; the social science, education, government services and religion occupations.

### 5.5 Chisasibi Labour Force: Employment Status

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the employment status of the individual to be determined so that it could be classified according to the standard employment status classifications. Table 6.5.1 shows the employment status of the Chisasibi and the Cree employed labour force.



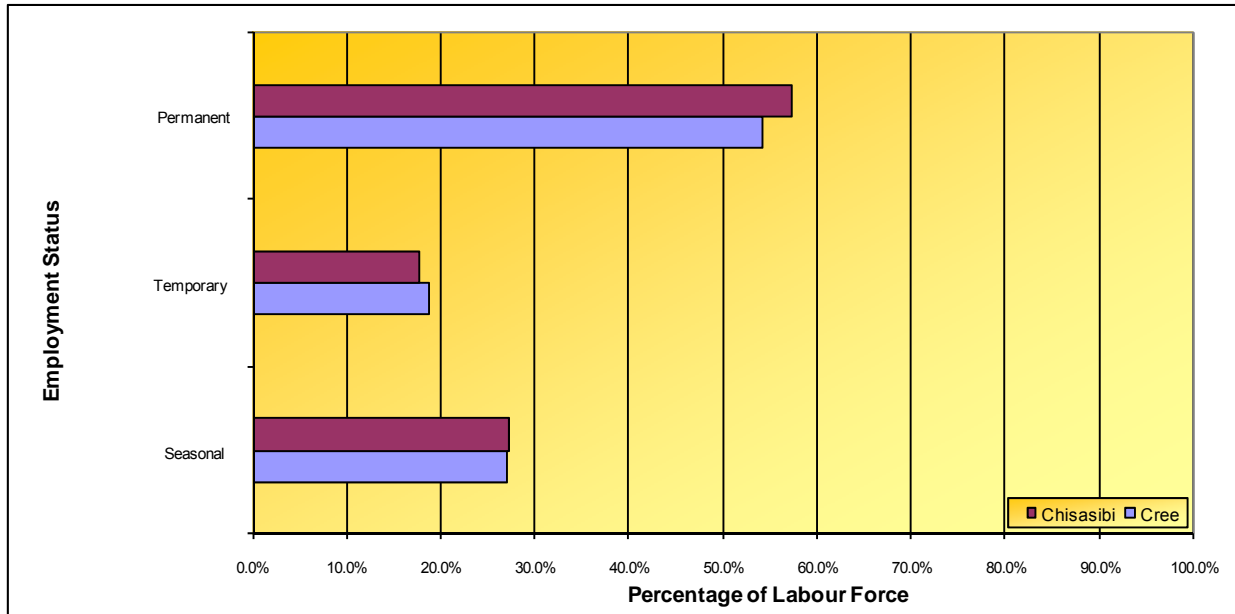
**Table 5.5.1**  
**Chisasibi and Cree Labour Force: Employment Status (2008 CLMS)**

Labour Force (15-64 years of age) Employment Status	Chisasibi	Cree
<b>Permanent</b>	<b>57.3%</b>	<b>54.2%</b>
Full-time	93.1%	93.4%
Part-time	6.9%	6.6%
<b>Temporary</b>	<b>17.7%</b>	<b>18.8%</b>
Full-time	75.9%	83.6%
Part-time	24.1%	16.4%
<b>Seasonal</b>	<b>25.3%</b>	<b>27.0%</b>
Full-time	97.6%	99.3%
Part-time	1.2%	0.7%

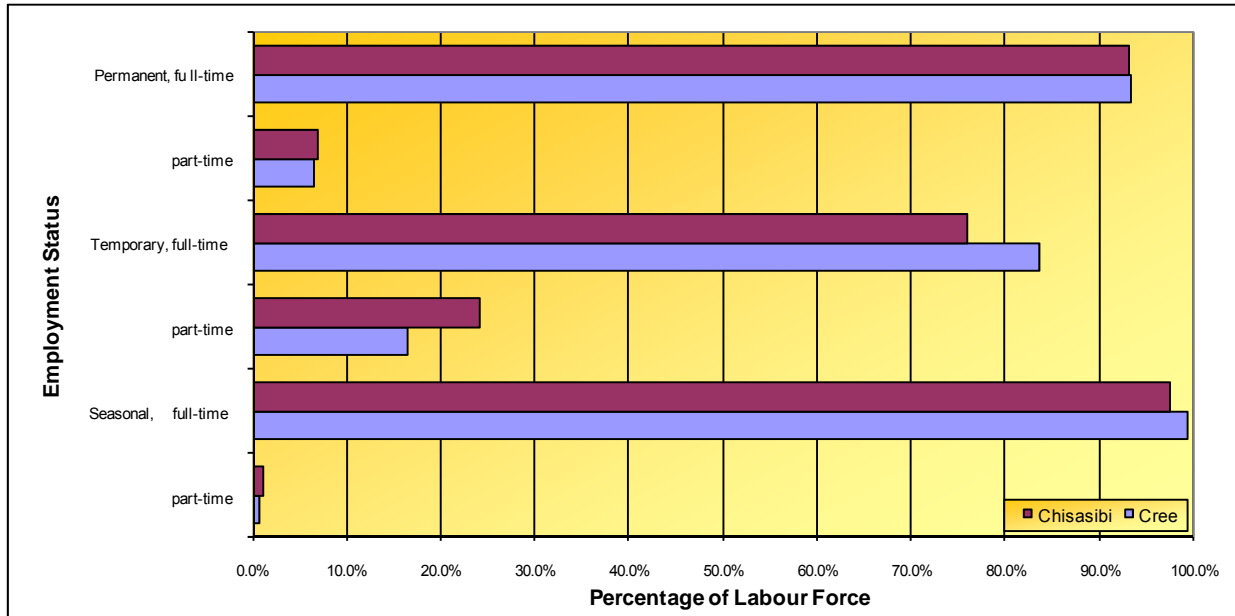
The majority of all positions reported by the Chisasibi employed labour force were permanent and full-time positions; 57.3% were employed on a permanent basis (93.1% full-time and 6.9% part-time), 17.7% on a temporary basis (75.9% full-time and 24.1% part-time) and 25.3% on a seasonal basis (97.6% full-time and 1.2% part-time). The majority of all positions reported by the Cree employed labour force were permanent and full-time positions; 54.2% were employed on a permanent basis (93.4% full-time and 6.6% part-time), 18.8% on a temporary basis (83.6% full-time and 16.4% part-time) and 27.0% on a seasonal basis (99.3% full-time and 0.7% part-time).

Figure 5.5.1 shows the permanent, temporary, and seasonal employment status of the employed labour force and Figure 5.5.2 show the permanent, temporary, seasonal, full-time and part-time employment status of the Chisasibi and the Cree employed labour force, graphically.

**Figure 5.5.1**  
**Chisasibi and Cree Labour Force:**  
**Permanent, Temporary and Seasonal Employment Status (2008 CLMS)**



**Figure 5.5.2**  
**Chisasibi and Cree Labour Force:**  
**Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)**



Overall, the majority of all positions reported by the Chisasibi employed labour force were permanent and full-time positions; 57.3% were permanent positions and 91.5% of all the positions reported, regardless of their permanent, temporary and seasonal status, were full-time positions (8.5% were part-time positions) and the majority of all positions reported by the Cree employed labour force were also permanent and full-time positions; 54.2% were permanent positions and 93.1% of all the positions reported, regardless of their permanent, temporary and seasonal status were full-time positions (6.9% were part-time positions).

Part II – Community Level Perspective

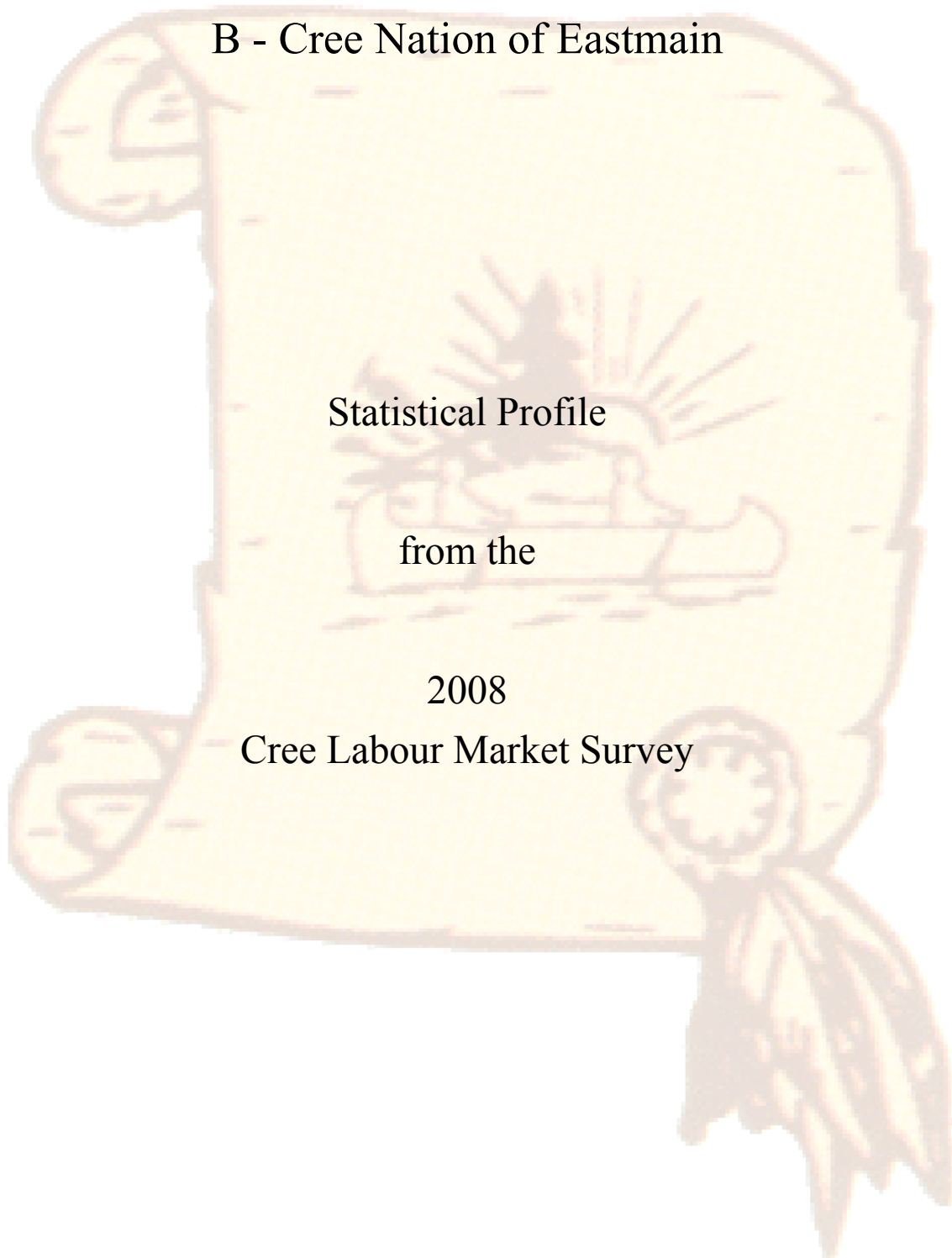
B - Cree Nation of Eastmain

Statistical Profile

from the

2008

Cree Labour Market Survey



## **Part II – Community Level Perspective**

### **B - Cree Nation of Eastmain**

#### **TABLE OF CONTENTS**

	Page
Table of Contents	i
List of Tables	ii
List of Figures	iii
Executive Summary	v
<b>1.0 Eastmain Labour Force Dynamics</b>	<b>1</b>
1.1 Introduction	1
1.2 Eastmain Labour Force	1
<b>2.0 Eastmain Labour Force: Potential Size</b>	<b>5</b>
2.1 Introduction	5
2.2 Potential Size	5
2.3 Estimated New Job Requirements	6
<b>3.0 Eastmain Labour Force: Language Proficiency Levels</b>	<b>8</b>
3.1 Introduction	8
3.2 Language Proficiency Levels	8
<b>4.0 Eastmain Labour Force: School Attendance, Educational Achievement Levels and Major Fields of Study</b>	<b>12</b>
4.1 Introduction	12
4.2 School Attendance	12
4.3 Educational Achievement Levels	13
4.4 Major Fields of Study	16
<b>5.0 Eastmain Labour Force: Labour Market Activity</b>	<b>19</b>
5.1 Introduction	19
5.2 Participation and Unemployment Rates and Employment to Population Ratios	19
5.3 Industry Classification	25
5.4 Occupation Classification	28
5.5 Employment Status	29

**LIST OF TABLES**

	Page
Table 2.2.1 Eastmain and Cree Labour Force: Potential Size (2008 CLMS)	5
Table 2.3.1 Eastmain and Cree Labour Force: Estimated New Job Requirements (2008 CLMS)	6
Table 3.2.1 Eastmain and Cree Labour Force: Language Proficiency Levels (2008 CLMS)	8
Table 4.2.1 Eastmain and Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)	12
Table 4.3.1 Eastmain and Cree Labour Force Educational Achievement Levels (2008 CLMS)	14
Table 4.4.1 Eastmain and Cree Labour Force: Major Fields of Study (2008 CLMS)	16
Table 5.2.1 Eastmain and Cree Labour Force: Participation and Unemployment Rates and the Employment to Population Ratios (2008 CLMS)	19
Table 5.3.1 Eastmain and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	25
Table 5.3.2 Eastmain and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	26
Table 5.4.1 Eastmain and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	28
Table 5.5.1 Eastmain and Cree Labour Force: Employment Status (2008 CLMS)	30

## LIST OF FIGURES

	Page
Figure 1.2.1 Cree Labour Force by Community (2008 CLMS)	1
Figure 1.2.2 Eastmain and Cree Labour Force: Age Structure (2008 CLMS)	2
Figure 1.2.3 Cree Labour Force: Age/Gender (2008 CLMS)	2
Figure 1.2.4 Eastmain Labour Force: Age/Gender (2008 CLMS)	3
Figure 3.2.1 Eastmain Labour Force: Language Proficiency Levels (2008 CLMS)	10
Figure 3.2.2 Cree Labour Force: Language Proficiency Levels (2008 CLMS)	10
Figure 4.2.1 Eastmain and Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)	13
Figure 4.3.1 Eastmain and Cree Labour Force Educational Achievement Levels (2008 CLMS)	14
Figure 4.4.1 Eastmain and Cree Labour Force: Major Fields of Study (2008 CLMS)	17
Figure 5.2.1 Eastmain and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)	22
Figure 5.2.2 Eastmain and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)	23
Figure 5.2.3 Eastmain and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)	23
Figure 5.3.1 Eastmain and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	27
Figure 5.3.2 Eastmain and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	27
Figure 5.4.1 Eastmain and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	29
Figure 5.5.1 Eastmain and Cree Labour Force: Permanent, Temporary, and Seasonal Employment Status (2008 CLMS)	31

**LIST OF FIGURES Cont'd**

	Page
Figure 5.5.2 Eastmain and Cree Labour Force: Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)	31



## **Executive Summary**

### **Labour Force Dynamics: Eastmain Labour Force, Potential Size and Estimated New Job Requirements**

#### **Eastmain Labour Force**

As of March 31, 2008, the Eastmain labour force consisted of 405 individuals accounting for 4.4% of the Cree labour force and is expected to increase at a rate of approximately 2.2% per year, over the 2008-2013 period.

The labour force is characterized by a youthful demographic structure, where:

- 32.1% is between 15-24 years of age;
- 48.1% is between 25-44 years of age; and
- 19.8% is between 45-64 years of age.

This distribution is a direct result of the high population growth experienced over the past decade(s). In essence, the youthful demographic structure of the Eastmain population has translated into a young and rapidly expanding labour force.

#### **Potential Size and Estimated New Job Requirements**

Projections on the potential size and new job requirements estimate that the labour force:

- will increase to 365 by 2013, a 10.6% increase of approximately 2.1 % per year;
- will require the creation of approximately 70 new jobs (14 new jobs per year) to attain full employment levels by 2013; and
- will require the creation of approximately 30 new jobs (6 new jobs per year) to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period.

The high number of new job requirements to attain full employment levels or to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period are a direct result of the youthful demographic structure of the Eastmain population.

## **Language: Language Proficiency Levels**

### **Language Proficiency Levels**

The analysis of the language proficiency levels of the Eastmain labour force reveals that:

- 96.3% is able to speak in the Cree language, 98.8% in the English language and 30.9% in the French language;
- 96.3% is able to speak in the Cree and English languages, 29.6% in the Cree and French languages, 30.9% in the English and French languages and 29.6% in the Cree, English and French languages;
- 24.7% is able to write in the Cree language, 93.8% in the English language and 18.5% in the French language.

The Cree language is predominately the non-official language spoken and the English language is predominately the official language spoken and written then the French language spoken and written.

## **Education: School Attendance and Educational Achievement Levels and Major Fields of Study**

### **School Attendance**

The analysis of the school attendance of the Eastmain, 15-24 years of age group, for the 2007-2008 academic year, reveals that:

- 53.8% were not attending school; and
- 46.2% were attending school.

All or a majority of the individuals that indicated attending school during the 2007-2008 academic year were attending school on a full-time basis.

### **Educational Achievement Levels**

The analysis of the educational achievement levels for the Eastmain labour force that were not attending school reveals that:

- 1.5% possess none (no formal education);
- 56.7% possess a grade 9 without a secondary graduation certificate and less;
- 19.4% possess a grade 9 and over with a secondary graduation certificate;
- 25.4% possess a post-secondary educational level (with or without a certificate, diploma or degree); and

- 22.4% possess post-secondary qualifications (with a certificate, diploma or degree) above the high school level.

The percentage of the Eastmain labour force with less than post-secondary education level is high when compared with the percentage with a post-secondary educational level (with or without a certificate, diploma or degree).

### **Major Fields of Study**

The analysis of the post-secondary qualifications and major fields of study of the Eastmain labour force reveals that 20.9% possess post-secondary qualifications (with a certificate, diploma or degree) above the high school level with a strong interest in four of the eleven major fields of study classifications:

- the educational, recreational and counseling services fields;
- the engineering and applied sciences technology and trades fields;
- the commerce, management and business administration fields; and
- the social sciences and related fields of study.

There is very little variation in the distribution; these four major fields of study account for 78.5% of the Eastmain labour force with post-secondary qualifications.

### **Labour Market Activity:**

#### **Participation and Unemployment Rates and the Employment to Population Ratios, Industry, Occupation and Employment Status**

#### **Participation and Unemployment Rates and the Employment to Population Ratios**

The analysis of the Eastmain labour market reveals high participation and unemployment rates and a high employment to population ratio:

- the participation rate stood at 82.7% and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 46.2%;
- the unemployment rate stood at 11.9% and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 33.3%; and
- the employment to population ratio stood at 72.8% and was high across all of the major age groups with the 45-64 years of age group showing a lower employment to population ratio of 30.8%.

The high participation and high unemployment rates that characterized the Eastmain labour market indicate that the Eastmain labour market has only been able to absorb a small percentage of the existing labour force and the high employment to population ratio indicates that the Eastmain labour market has been able to utilize a high percentage of the existing labour force pool.

## **Industry**

The analysis of the industry to determine where the Eastmain employed labour force found employment reveals that the majority found employment in the tertiary industries, followed by the secondary and then the primary industries:

- 12.1% found employment in the primary industries; and
- 13.8% found employment in the secondary industries; and
- 74.1% found employment in the tertiary industries

More specifically, the majority found employment in six of the eleven major industry classifications:

- the public administration;
- the educational services;
- the agriculture, forestry, fishing and hunting;
- the health and social services;
- the construction; and
- the wholesale and retail trade industries.

There is very little variation in the distribution; these six industry classifications account for 89.9% of the Eastmain employed labour force. The data does reveal the prevalent imbalance in the distribution, where the majority find employment in the tertiary industries and very few find employment in the primary and secondary industries.

## **Occupation**

The analysis of the occupation classifications to determine where the Eastmain employed labour force found employment reveals that the majority found employment in five of the eleven main occupational classifications:

- the management, business, finance and administrative;
- the social science, education, government services and religion;
- the sales and services;
- the trades, transport and equipment operators and related; and
- the primary occupations;

There is very little variation in the distribution; these five occupational classification groups account for 89.7% of the Eastmain employed labour force.

## **Employment Status**

The analysis of the employment status reported by the Eastmain employed labour force reveals that:

- 67.8% were employed on a permanent basis;
- 16.9% were employed on a temporary basis; and
- 15.3% were employed on a seasonal basis.

The majority of all positions reported were permanent and full time positions; 67.8% were permanent positions and 93.2%, regardless of their permanent, temporary and seasonal status, were full-time positions and 6.8% were part-time positions.

## 1.0 Eastmain Labour Force Dynamics

### 1.1 Introduction

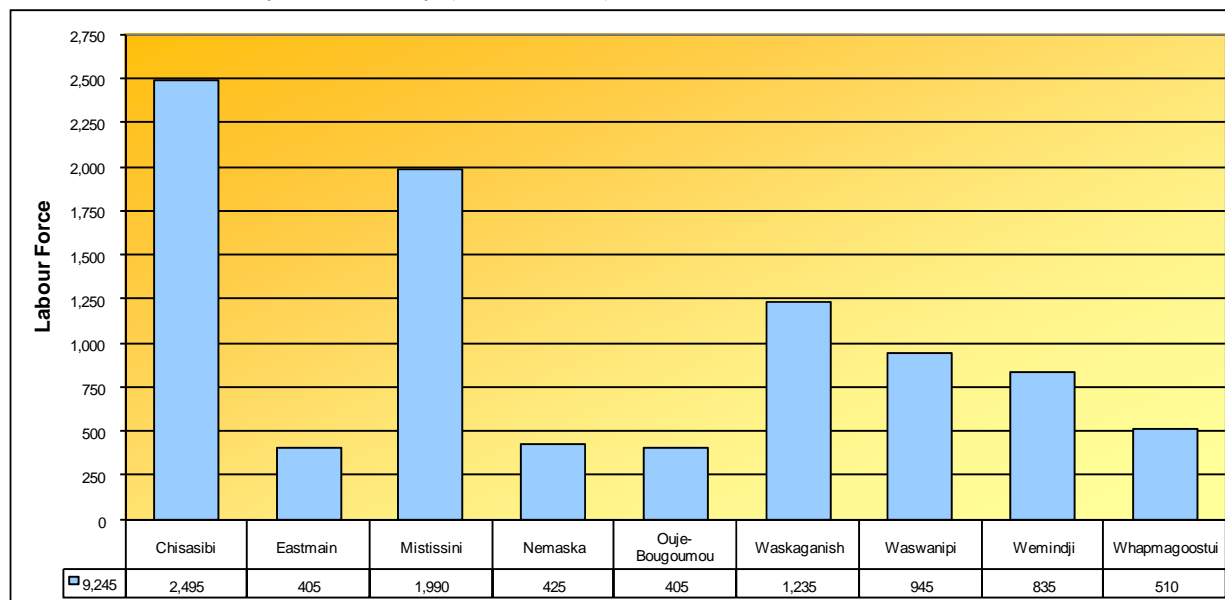
This section provides an analysis of the Eastmain labour force. It examines its size and age/gender distribution in comparison with the Cree labour force.

### 1.2 Eastmain Labour Force

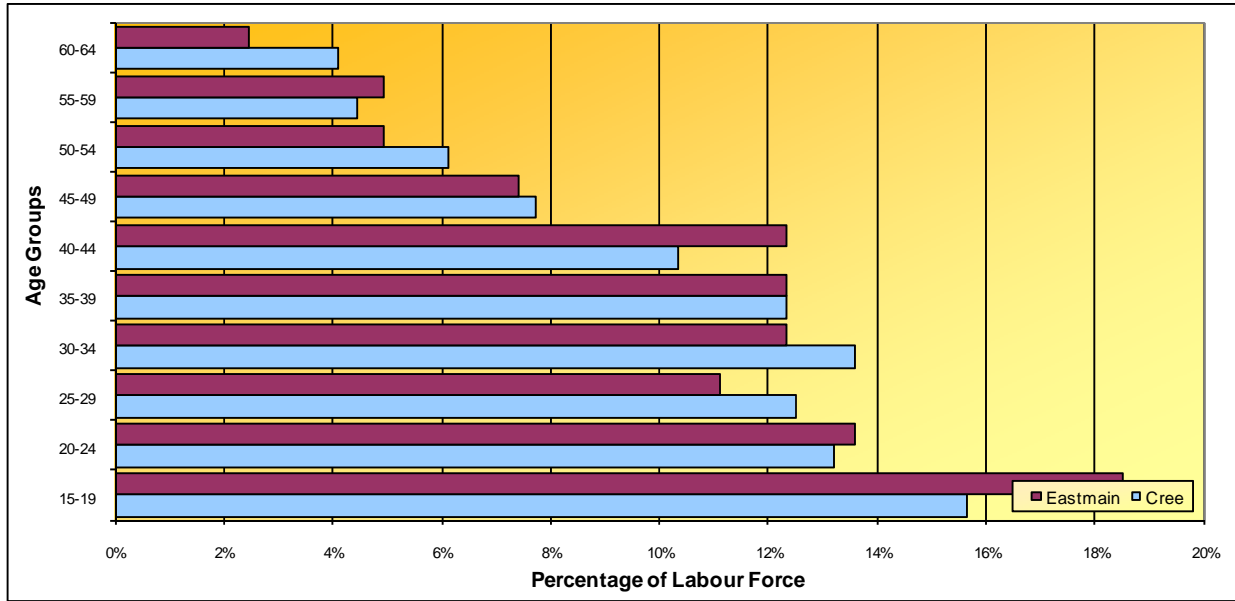
As of March 31, 2008, the Eastmain labour force consisted of 405 individuals accounting for 4.4% of the Cree labour force and, based on the basic analysis of emerging demographic trends, is expected to increase at a rate of approximately 2.2% per year, over the 2008-2013 period, a growth rate that is lower than the expected growth rate for Cree labour force of approximately 2.6% per year.

Figure 1.2.1 shows the Eastmain labour force in comparison with the other Cree communities. Figure 1.2.2 shows the Eastmain and the Cree labour force distribution, Figure 1.2.3 shows the Cree labour force age/gender distribution and Figure 1.2.4 shows the Eastmain labour force age/gender distribution.

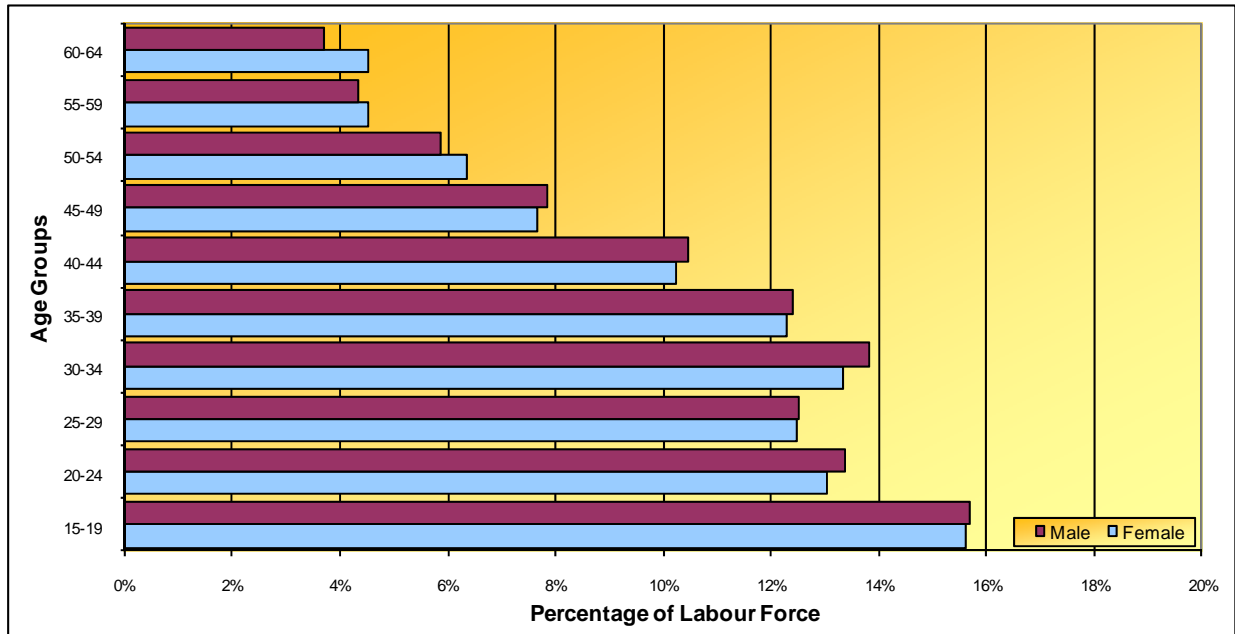
**Figure 1.2.1**  
Cree Labour Force by Community (2008 CLMS)



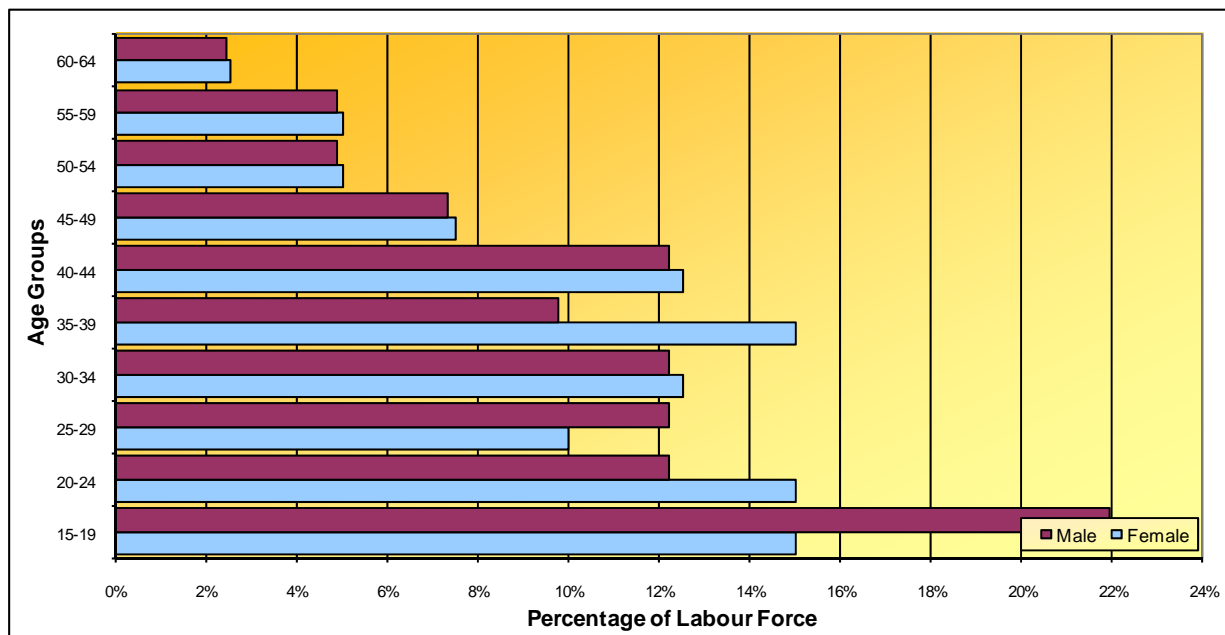
**Figure 1.2.2**  
**Eastmain and Cree Labour Force: Age Structure (2008 CLMS)**



**Figure 1.2.3**  
**Cree Labour Force by Age/Gender (2008 CLMS)**



**Figure 1.2.4  
Eastmain Labour Force by Age/Gender (2008 CLMS)**



The Eastmain labour force age distribution, as with the Cree labour force, shows a youthful demographic structure, where a greater number of the labour force is distributed near the bottom and decreasing numbers moving towards the top. The youthful demographic structure is clearly evident in the age/gender distribution; 32.1% is between 15-24 years of age (34.1% for males and 30.0% for females), 48.1% is between 25-44 years of age (46.3% for males and 50.0% for females) and 19.8% is between 45-64 years of age (19.5% for males and 20.0% for females). The Cree labour force age/gender distribution also shows this youthful demographic structure; 28.8% is between 15-24 years of age (29.0% for males and 28.5% for females), 48.8% is between 25-44 years of age (49.2% for males and 48.4% for females) and 22.4% is between 45-64 years of age (21.8% for males and 23.1% for females).

A similar analysis that compares the labour force age group percentage distribution of the Eastmain labour force as a percentage of the Cree labour force also shows this youthful demographic structure; the 15-24 years of age group represents 1.4% of the Cree 15-24 years of age group (1.5% for males and 1.3% for females), the 25-44 years of age group represents 2.1% of the Cree 25-44 years of age group (2.1% for males and 2.2% for females) and the 45-64 years of age group represents 0.9% of the Cree 45-64 years of age group (0.9% for the males and 0.9% for females).

As with the Cree labour force, this youthful demographic structure can be expected to continue into the next decade. In essence, the youthful demographic structure of the population has translated into a young and rapidly expanding labour force: a direct result of the high population growth rate that, as with the Cree population, has been brought about by a combination of factors such as; high fertility rates, an increase in the number of females entering their fertility years (15-49 years of age), low infant mortality rates and improved health care services which bring about



increases in the life expectancy at birth and at 65 years of age.<sup>1</sup> A combination of factors that guarantees a sustained population growth that eventually translates into a young and rapidly expanding labour force.

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<sup>1</sup> These factors were discussed in detail in the “Nine Cree Communities of Eeyou Istchee, Statistical Profile from the 2003 Cree Labour market Survey, March 2005” Part I, Section 2.2, p. 7.

## **2.0 Eastmain Labour Force: Potential Size**

### **2.1 Introduction**

This section provides an analysis of the potential size of the Eastmain labour force and the corresponding estimated number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 in comparison with the Cree labour force.

It should be noted that these estimates do not include the effects of in/out migration or the late registration of births and deaths. These estimates are not predictions but rather they are attempts to establish plausible scenarios, based on the basic analysis of emerging demographic trends and given the fact that any projections of the potential size of the labour force that are based on past estimates become less and less reliable as the time frame is extended, the estimates derived here are limited to the 2008-2013 period.

### **2.2 Eastmain Labour Force: Potential Size**

As with any population, the age structure determines the growth pattern of the labour force. A population that is, as with the Cree population, characterized by a youthful demographic structure ensures a high number of new labour market entrants over the 2008-2013 period.

The estimated potential size of the Eastmain and the Cree labour force uses basic projection analysis, the 2008 male and female participation rates of the Eastmain and the Cree labour force and an assumed 0.0% participation rates for those individuals who will be leaving the Eastmain and the Cree labour markets. Incorporating the actual male and female participation rates in the estimation, and assuming a 0.0% participation rate for those individuals who will be leaving the Eastmain and the Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants in the Eastmain and the Cree labour markets so that the potential size of the Eastmain and the Cree labour force can be estimated, given the population data. Table 2.2.1 shows the resulting estimates of the potential size of the Eastmain and the Cree labour force for the 2008-2013 period.

**Table 2.2.1  
Eastmain and Cree Labour Force: Potential Size (2008 CLMS)**

<b>Labour Force (15-64 years of age)</b>	<b>Eastmain</b>	<b>Cree</b>
<b>2008 Labour Force</b>	<b>330</b>	<b>7,525</b>
Male	175	3,935
Female	155	3,585
<b>2009-2013 Entrants</b>	<b>35</b>	<b>920</b>
Male	20	530
Female	15	390
<b>2013 Labour Force</b>	<b>365</b>	<b>8,445</b>
Male	195	4,470
Female	170	3,975

Based on these estimates, the Eastmain labour force will have increased to 365 by 2013, a 10.6% increase of approximately 2.1% per year. Over the same period, the Cree labour force will have increased to 8,445 by 2013, a 12.2% increase of approximately 2.4% per year.

### **2.3 Eastmain Labour Force: Estimated New Job Requirements**

As with any population, the age structure of the population determines the growth pattern of the labour force and when combined with the male and female participation and unemployment rates of the labour force determines the growth pattern of the new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013. With a population that is characterized by a youthful demographic structure and a labour market that is characterized by high participation and unemployment rates: a high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 can be expected with absolute certainty.

The estimates on the total number of new jobs requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Eastmain and the Cree labour force uses basic projection analysis, the actual 2008 male and female participation and unemployment rates of the Eastmain and the Cree labour force and an assumed 0.0% participation rate for those individuals who will be leaving the Eastmain and the Cree labour markets. Incorporating the actual male and female participation rates in the estimation and assuming a 0.0% participation rate for those individuals who will be leaving the Eastmain and the Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants and the total number of individuals who will be unemployed in the Eastmain and the Cree labour markets and, hence, allow for an estimation of the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013, given the population data. Table 2.3.1 shows the resulting estimates of the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Eastmain and the Cree labour force.

**Table 2.3.1  
Eastmain and Cree Labour Force: Estimated New Job Requirements (2008 CLMS)**

Number of new job requirements in 2013	Eastmain	Cree
to <u>attain</u> full employment levels	70	2,650
to <u>maintain</u> 2008 employment levels	30	700

Based on these estimates, the Eastmain labour force will have increased to 365 by 2013 and in order to attain full employment levels in 2008, an estimated 70 new jobs would be required (14 new jobs per year) and in order to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 30 new jobs would be required (6 new jobs per year). The high population growth experienced over the past decade(s) has resulted in a large increase in the Eastmain labour force due to the high number of individuals entering the Eastmain labour market that are not being equally offset by

the number of individuals who will be leaving the Eastmain labour market. The data clearly shows that there are and will be more young individuals entering the Eastmain labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 4.3 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the high number of new job requirements to attain full employment levels or just to maintain 2008 employment levels in 2013.

The Cree labour force will have increased to 8,445 by 2013 and in order to attain full employment levels in 2013, an estimated 2,650 new jobs would be required (530 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 700 new jobs would be required (140 new jobs per year). As with the Eastmain population, the Cree population has experienced a high population growth over the past decade(s) that has resulted in a large increase in the Cree labour force due to the high number of individuals entering the Cree labour market that are not being equally offset by the number of individuals leaving the Cree labour market. The data clearly shows that there are and will be more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013.

### 3.0 Eastmain Labour Force: Language Proficiency Levels

#### 3.1 Introduction

This section provides an analysis of the language proficiency levels of the Eastmain labour force. The language section of the CLMS asked individuals 15-64 years of age to indicate the language(s) they are able to communicate in (spoken only and spoken and written). It was set up to capture all of the language(s), official and non-official languages the individual is able to communicate in, so multiple responses were allowed.

It should be noted that the analysis on the language proficiency levels only deals with the Cree, English and French languages even though there may be other languages that may have been indicated by the Eastmain and the Cree labour force.

#### 3.2 Eastmain Labour Force: Language Proficiency Levels

Individuals, 15-64 years of age, were asked to indicate the language(s) they are able to communicate in (spoken only and spoken and written). Table 3.2.1 shows the language characteristics of the Eastmain and the Cree labour force. The data is presented so that the indicated language(s) (spoken only and spoken and written) covers all of the language(s) that were indicated as a single response or as a multiple response, as a percentage of the Eastmain and the Cree labour force.

**Table 3.2.1  
Eastmain and Cree Labour Force: Language Proficiency Levels (2008 CLMS)**

Labour Force (15-64 years of age) Language(s)	Eastmain		Cree	
	Spoken only	Spoken and Written	Spoken only	Spoken and Written
Cree	96.3%	24.7%	98.7%	22.1%
English	98.8%	93.8%	98.7%	95.4%
French	30.9%	18.5%	37.2%	26.5%
Cree and English	96.3%	24.7%	97.5%	21.2%
Cree and French	29.6%	7.4%	36.6%	8.1%
English and French	30.9%	17.3%	37.0%	25.4%
Cree, English and French	29.6%	7.4%	36.4%	7.9%

The percentage of the Eastmain labour force that is able to speak in the Cree language is high and is slightly lower than that of the Cree labour force, the percentage that is able to speak in the English language is high and is slightly higher than that of the Cree labour force and the percentage that is able to speak in the French language is low and is lower than that of the Cree labour force.

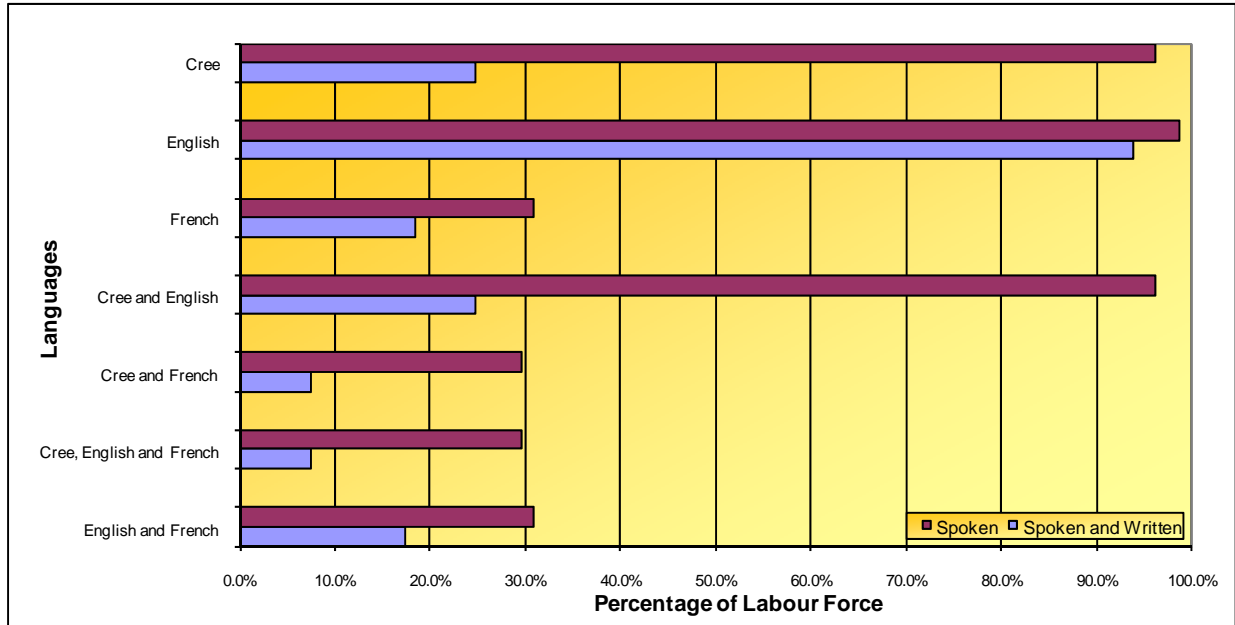
The data shows that 96.3% of the Eastmain labour force is able to speak in the Cree language, 98.8% is able to speak in the English language and 30.9% is able to speak in the French language. There is a high percentage that indicated that is able to speak in more than one language; in the Cree and English, in the Cree and French, in the English and French and in the

Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, the English and French and the Cree, English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. The Cree and the English language(s) are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and in the spoken and written categories, 96.3% and 24.7%, 98.8% and 93.8%, respectively. The French language is also indicated in the both the spoken only and in the spoken and written categories but at lower percentages of 30.9% and 18.5%, respectively. For the Cree labour force, 98.7% is able to speak in the Cree language, 98.7% is able to speak in the English language and 37.2% is able to speak in the French language. There is a high percentage that indicated that is able to speak in more than one language; in the Cree and English, in the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. As with the Eastmain labour force, the Cree and the English languages are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and in the spoken and written categories, 98.7% and 22.1%, 98.7% and 95.4%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentages of 37.2% and 26.5%, respectively.

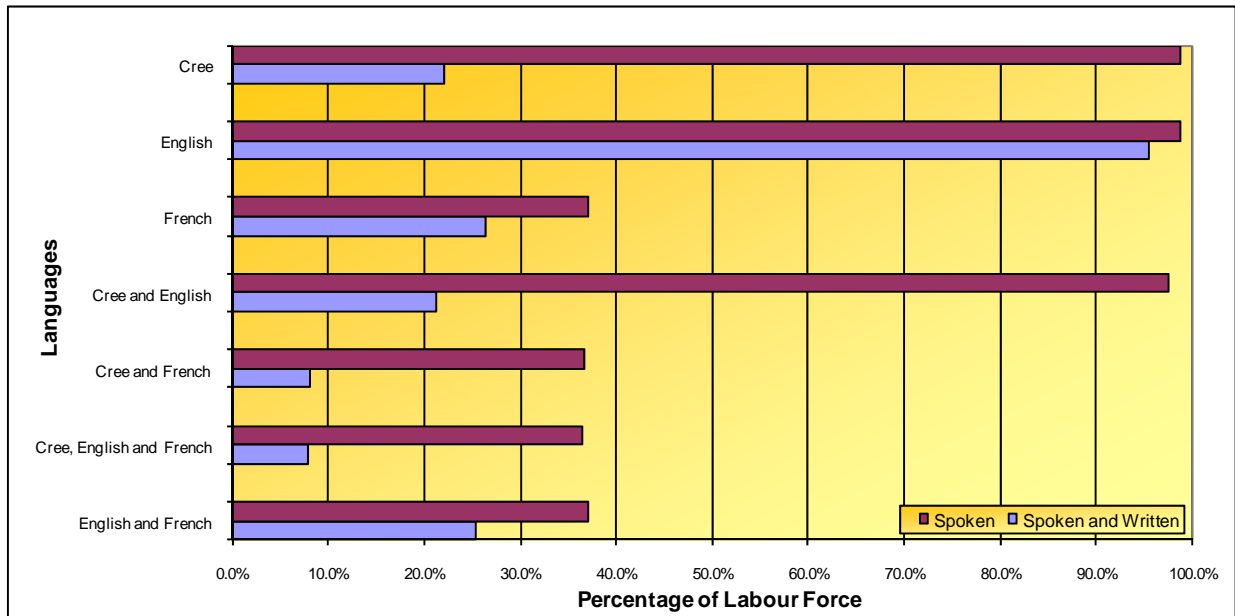
There is a large segment of the Eastmain labour force that cannot write in the Cree language; only 24.7% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able write in the English and French languages, 93.8% and 18.5%, respectively. This is similar for the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French languages. The percentage that indicated that it is able to write in the Cree and English and in the English and French languages is higher than the percentage that indicated that it is able to write in the Cree and French and in the Cree, English and French because of the higher percentage that indicated that it is able to write in the English and in the French languages compared to the percentage that indicated that it is able to write in the Cree language. There is also a large segment of the Cree labour force that cannot write in the Cree language; 22.1% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 95.4% and 26.5%, respectively. This is similar for the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French languages. The percentage that indicated that it is able to write in the English and French languages is higher than the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French because of the higher percentage that indicated that it is able to write in the English and in the French languages compared to the percentage that indicated that it is able to write in the Cree language.

Figure 3.2.1 shows the language proficiency levels of the Eastmain labour force and Figure 3.2.2 shows the language proficiency levels of the Cree labour force, graphically.

**Figure 3.2.1  
Eastmain Labour Force: Language Proficiency Levels (2008 CLMS)**



**Figure 3.2.2  
Cree Labour Force: Language Proficiency Levels (2008 CLMS)**



Overall, for the Eastmain and the Cree labour force, the Cree language is predominately the non-official language spoken and the English language is predominately the official language spoken and written then the French language spoken and written.



#### 4.0 Eastmain Labour Force: School Attendance and Educational Achievement Levels and Major Fields of Study

##### 4.1 Introduction

This section provides an analysis of the school attendance, the educational achievement levels and the major fields of study of the Eastmain labour force in comparison with the Cree labour force.

The education section of the CLMS asked individuals, 15-64 years of age, to provide information on their educational background. To indicate their current educational status, the highest grade of elementary or high school attended (completed or not), the highest year of university or any other non-university completed, major field of study and full-time or part-time status.

##### 4.2 Eastmain Labour Force: School Attendance

Individuals, 15-64 years of age, were asked if they had or were currently attending school during the 2007-2008 academic year and, if so, to indicate either high school, college, university or other and to specify full-time or part-time attendance. This allowed for the identification of the school attendance and full-time and part-time attendance levels. Table 4.2.1 shows the school attendance of the Eastmain and the Cree, 15-24 years of age groups.

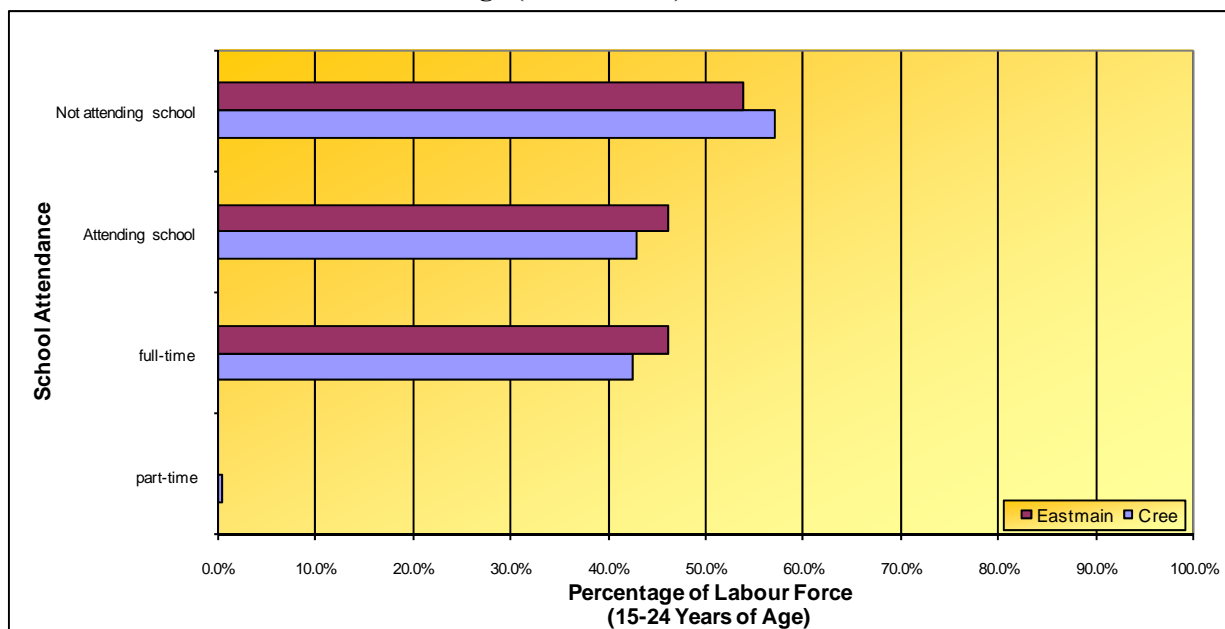
**Table 4.2.1**  
**Eastmain and Cree Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**

Labour Force (15-24 years of age) School Attendance	Eastmain	Cree
Not attending school	53.8%	57.0%
Attending school	46.2%	43.0%
Full-time	46.2%	42.6%
Part-time	0.0%	0.4%

The school attendance of the Eastmain, 15-24 years of age group, for the 2007-2008 academic year, is low but is higher than the school attendance of the Cree, 15-24 years of age group; 46.2% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 46.2% were attending school on a full-time basis and 0.0% on a part-time basis. The school attendance of the Cree, 15-24 years of age group, for the 2007-2008 academic year, is low and is also lower than the school attendance of the Eastmain, 15-24 years of age group; 43.0% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 42.6% were attending school on a full-time basis and 0.4% on a part-time basis.

Figure 4.2.1 shows the school attendance, full-time and part-time school attendance of the Eastmain and the Cree, 15-24 years of age groups, graphically.

**Figure 4.2.1**  
**Eastmain and Cree Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**



Overall, the school attendance of the Eastmain, 15-24 years of age group is low and all of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis. The school attendance of the Cree, 15-24 years of age group is low and all or a majority of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis.

It is important to note that, in general, for all populations, full-time school attendance is higher among younger age groups and generally decline in the older age groups and since the analysis is limited to the 15-24 years of age group where most of these individuals were attending high school or attending a post-secondary educational institution, at some point during the 2007-2008 academic year, both requiring full-time attendance, hence, the high full-time school attendance rates reported.

### 4.3 Eastmain Labour Force: Educational Achievement Levels

Individuals, 15-64 years of age, were asked to indicate their highest grade of elementary or high school attended (completed or not) and/or the highest level of university or any other non-university completed. This allowed for the identification of the highest educational level attained so that it could be classified according to the eleven standard educational achievement level classifications. The educational achievement level classification an individual falls into is determined by their highest level of education. For example, an individual with both a college diploma and a university degree would fall in the university with bachelor’s degree or higher classification. Table 4.3.1 shows the educational achievement levels of the Eastmain and the Cree labour force that were *not attending school*.

**Table 4.3.1  
Eastmain and Cree Labour Force  
Educational Achievement Levels (2008 CLMS)**

Labour Force (15-64 years of age) Educational Achievement Level	Eastmain	Cree
None	1.5%	3.1%
Less than grade 9	9.0%	31.9%
Grade 9 without a secondary graduation certificate	46.3%	27.7%
Grade 9 with a secondary graduation certificate	19.4%	11.8%
Trades certificate or diploma	7.5%	2.5%
Some postsecondary without degree, certificate or diploma	0.0%	0.0%
Other non-university education without certificate or diploma	3.0%	9.7%
Other non-university education with certificate or diploma	6.0%	8.7%
University without degree without certificate or diploma	0.0%	0.0%
University without degree with certificate or diploma	6.0%	1.5%
University with bachelor's degree or higher	3.0%	3.1%

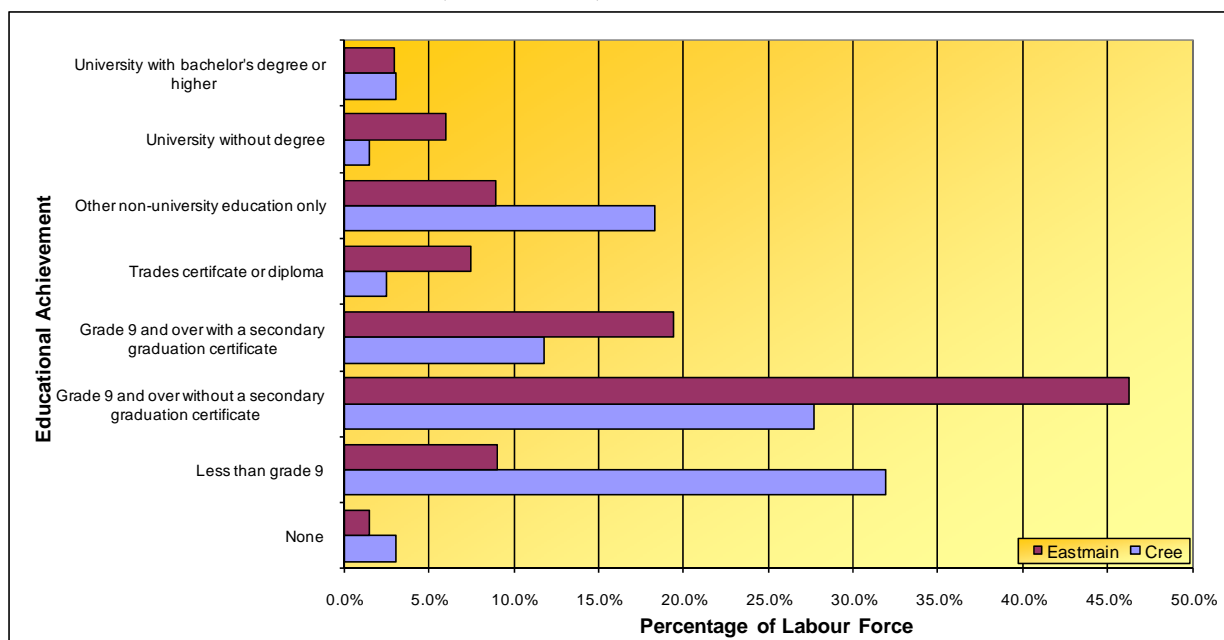
The percentage of the Eastmain labour force with less than a post-secondary educational level is high and is slightly higher than that of the Cree labour force with the grade 9 without a secondary graduation certificate and the grade 9 with a secondary graduation certificate showing higher percentages; 74.6% of the labour force possess a less than a post-secondary educational level; 56.7% possess a grade 9 without a secondary graduation certificate and less and 19.4% possess a grade 9 and over with a secondary graduation certificate. The percentage of the Cree labour force with less than a post-secondary educational level is high and is slightly lower than that of the Eastmain labour force, with the none (no formal education) and the less than grade 9 showing slightly higher percentages; 74.5% of the Cree labour force possess a less than a post-secondary educational level; 62.7% possess a grade 9 without a secondary graduation certificate and less and 11.8% possess a grade 9 and over with a secondary graduation certificate.

The percentage of the Eastmain labour force with a post-secondary educational level (with or without a certificate, diploma or degree) is low and slightly lower than the Cree labour force and the percentage with a post-secondary educational level and possessing post-secondary qualifications (with a certificate, diploma or degree) is low but higher than that of the Cree labour force with the trades certificate or diploma and the university without degree with certificate or diploma showing slightly higher percentages; 25.4% possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 22.4% possess a post-secondary qualifications above the high school level. As a percentage of the labour force with post-secondary qualifications (with a certificate, diploma or degree); 35.7% possess trades certificate or diploma, 14.3% possess other non-university education with certificate or diploma, 35.7% possess university without degree with certificate or diploma and 14.3% possess university bachelor's degree or higher. The percentage of the Cree labour force with a post-secondary educational level (without or with a certificate, diploma or degree) is low but slightly higher than that of the Eastmain labour force and the percentage with a post-secondary educational level and possessing post-secondary qualifications (with a certificate, diploma or degree) is low and is lower than that of the Eastmain labour force with the other non-university education without certificate or diploma, the other non-university education with certificate or diploma and the university with bachelor's degree or higher showing slightly higher percentages; 25.5 % possess a

post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 15.9% possess post-secondary qualifications above the high school level. As a percentage of the labour force with post-secondary qualifications (with a certificate, diploma or a degree); 16.8% possess trades certificate or diploma, 53.9% possess other non-university education with certificate or diploma, 9.9% possess university without degree with certificate or diploma and 19.4% possess university bachelor's degree or higher.

Figure 4.3.1 shows the educational achievement levels of the Eastmain and the Cree labour force that were *not attending school*, graphically.

**Figure 4.3.1**  
**Eastmain and Cree Labour Force**  
**Educational Achievement Levels (2008 CLMS)**



Overall, the percentage of the Eastmain labour force with a less than post-secondary educational level is high and is slightly lower than that of the Cree labour force with the grade 9 without a secondary graduation certificate and the grade 9 with a secondary graduation certificate showing higher percentages. The percentage with a post-secondary educational level (with or without a certificate, diploma or degree) is low and slightly lower than the Cree labour force and the percentage with a post-secondary educational and possessing post-secondary qualifications (with a certificate, diploma or degree) is low but is higher than that of the Cree labour force with the trades certificate or diploma and the university without degree with certificate or diploma showing slightly higher percentages. The percentage of the Cree labour force with less than a post-secondary educational level is high and is slightly lower than that of the Eastmain labour force, with the none (no formal education) and the less than grade 9 showing slightly higher percentages. The percentage of the Cree labour force with a post-secondary educational level

(without or with a certificate, diploma or degree) is low but is slightly higher than that of the Eastmain labour force and the percentage with a post-secondary educational level possessing post-secondary qualifications (with a certificate, diploma or degree) is low and is lower than that of the Eastmain labour force with the other non-university education without certificate or diploma, the other non-university education with certificate or diploma and the university with bachelor's degree or higher showing slightly higher percentages

It is important to note that the educational achievement levels normally reported includes individuals that are still in school and this tends to skew the educational achievement levels. This is clearly evident in the two educational achievement level classifications: the less than grade 9 and the grade 9 and over without a secondary graduation certificate. Before any adjustments were made for the “*not attending school*,” these two classifications account for approximately 58.0% of the Eastmain labour force (61.6% of the Cree labour force). After the adjustments were made, these two classifications account for approximately 53.7% of the Eastmain labour force (59.7% of the Cree labour force). The unadjusted data on the educational achievement levels of the Eastmain and the Cree labour force is provided in Appendix C: Cree Labour Force by Community, Education: School Attendance; Educational Achievement Levels and Major Fields of Study.

With respect to the trades certificate or diploma classification: trades certificate or diploma are considered as “*post-secondary qualifications*” in the educational achievement level analysis, even though completion of secondary school may not have been a prerequisite for some trade apprenticeship programs.

#### 4.4 Eastmain Labour Force: Major Fields of Study

Individuals, 15-64 years of age, with post-secondary qualifications, were asked to specify their major field of study at the highest level of university or any other non-university completed. This allowed for the identification of the major fields of study so that they could be classified according to the eleven standard major fields of study classifications. Table 4.4.1 shows the major fields of study of the Eastmain and the Cree labour force with post-secondary qualifications *that were not attending school*.

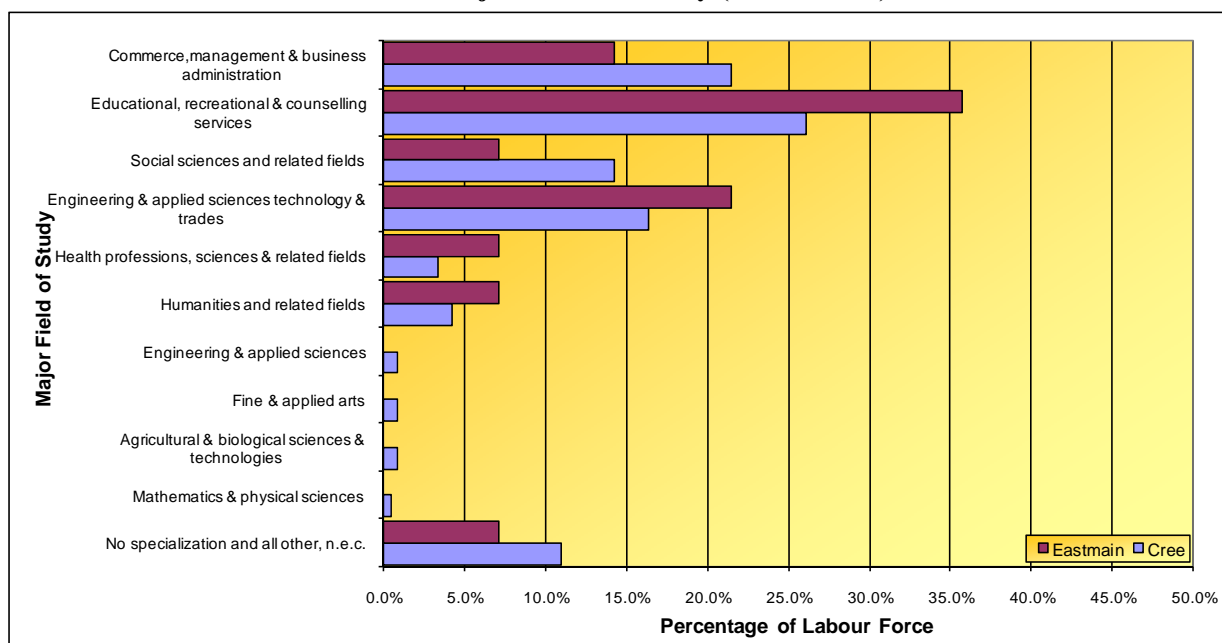
**Table 4.4.1  
Eastmain and Cree Labour Force: Major Fields of Study (2008 CLMS)**

Labour Force (15-64 years of age) Major Field of Study	Eastmain	Cree
Educational, recreational & counselling services	35.7%	26.1%
Fine & applied arts	0.0%	0.8%
Humanities and related fields	7.1%	4.2%
Social sciences and related fields	7.1%	14.3%
Commerce, management & business administration	14.3%	21.4%
Agricultural & biological sciences & technologies	0.0%	0.8%
Engineering & applied sciences	0.0%	0.8%
Engineering & applied sciences technology & trades	21.4%	16.4%
Health professions, sciences & related fields	7.1%	3.4%
Mathematics & physical sciences	0.0%	0.4%
No specialization and all other, n.e.c.	7.1%	10.9%

The percentage of the Eastmain labour force with post-secondary qualifications (with a certificate, diploma or degree) is low but is higher than that of the Cree labour force; 20.9% possess post-secondary qualifications and four major fields of study account for 78.5% of the labour force with a post-secondary educational qualifications; 35.7% showed a strong interest in the educational, recreational and counseling services fields, 21.4% showed a strong interest in engineering and applied sciences technology and trades fields; 14.3% showed a strong interest in the commerce, management and business administration fields and 7.1% showed a strong interest in the social sciences and related fields of study. For the Cree labour force, the percentage with post-secondary qualifications (with a certificate, diploma or degree) is low and is lower than that of the Eastmain labour force; 15.9% possess post-secondary qualifications and the same four major fields of study account for 78.2% of the labour force with a post-secondary educational qualifications; 26.1% showed a strong interest in the educational, recreational and counseling services fields, 16.4% showed a strong interest in the engineering and applied sciences, technology and trades fields, 21.4% showed interest in the commerce, management and business administration fields and 14.3% showed a strong interest in the social sciences and related fields of study.

Figure 4.4.1 shows the major fields of study of the Eastmain and the Cree labour force with post-secondary qualifications that were *not attending school*, graphically.

**Figure 4.4.1**  
**Eastmain and Cree Labour Force: Major Fields of Study (2008 CLMS)**



Overall, there is very little variation in the major fields of study of the Eastmain and the Cree labour force with post-secondary qualifications. A higher percentage of the Eastmain labour force with post-secondary qualifications possess post-secondary qualifications in two of the four major fields of study; the educational, recreational and counseling services fields and the

engineering and applied sciences, technology and trades fields of study; and a higher percentage of the Cree labour force with post-secondary qualifications possess post-secondary qualifications in two of the four major fields of study; the commerce, management and business administration fields and the social sciences and related fields of study.

## 5.0 Eastmain Labour Force: Labour Market Activity

### 5.1 Introduction

This section provides an analysis of the labour market activity of the Eastmain labour force; the participation, the unemployment rates, the employment to population ratios, the industry and occupation classifications (broad groups) and the employment status in comparison with the Cree labour force.

The employment and the employment history sections of the CLMS asked individuals, 15-64 years of age, to provide information on their labour market status (employed/unemployed) and on their current/previous employment (occupation and employment status, etc.).

### 5.2 Eastmain Labour Force: Participation and Unemployment Rates and Employment to Population Ratios

Individuals, 15-64 years of age, were asked to indicate their labour market status and, if unemployed, to indicate whether or not they were actively seeking employment at the time of, or during the 4-week period prior to the CLMS (March 2, 2008 to March 29, 2008). This allowed for the participation and unemployment rates and the employment to population ratios, three of the most widely used indicators of the labour market activity to be determined. The participation rate refers to the labour forces who, at the time of the CLMS, were actively seeking employment as a percentage of the total labour force, 15-64 years of age; the unemployment rate refers to the total labour force who, at the time of the CLMS, were unemployed but were actively seeking employment as a percentage of the total labour force, 15-64 years of age; and the employment to population ratio refers to the labour force who, at the time of the CLMS, were employed as a percentage of the total population, 15-64 years of age. Table 5.2.1 shows the 2008 labour force participation and unemployment rates and the employment to population ratios of the Eastmain and the Cree labour force.

**Table 5.2.1**  
**Eastmain and Cree Labour Force:**  
**Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)**

Labour Force (15-64 years of age) Participation and Unemployment Rates and Employment to Population Ratios	Eastmain	Cree
<b>Participation rate</b>	<b>82.7%</b>	<b>81.4%</b>
Male	87.5%	85.3%
Female	75.6%	77.4%
<b>Unemployment rate</b>	<b>11.9%</b>	<b>22.8%</b>
Male	11.7%	27.0%
Female	9.7%	18.1%
<b>Employment to population ratio</b>	<b>72.8%</b>	<b>62.8%</b>
Male	77.5%	62.3%
Female	68.3%	63.4%



In 2008, the Eastmain labour market was characterized by high participation and unemployment rates and a high employment to population ratio and the Cree labour market was characterized by high participation and unemployment rates and a low employment to population ratio.

The participation rate for the Eastmain labour force stood at 82.7% (87.5% for the males and 75.6% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 46.2% (69.2% for the males and 46.2% for the females). The participation rates by gender show that the male participation rates were consistently higher than those of the females across all of the major age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 69.2%. The female participation rates were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower participation rates of 75.6% and 46.2%, respectively. The participation rate for the Cree labour force stood at 81.4% (85.3% for the males and 77.4% for the females) was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 56.8% (46.6% for the males and 55.4% for the females). The participation rates by gender show that the male participation rates were consistently higher than those of the females across all of the major age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 46.6%. The female participation rate were also high across all of the major age groups with the 15-64 and the 15-24 years of age groups showing lower participation rates of 77.4% and 55.4%, respectively.

The Eastmain labour force participation rate was higher than the participation rate for the Cree labour force and was higher across all of the major age groups with the 15-24 and 45-64 years of age groups showing lower participation rates of 46.2% (69.2% for the males and 46.2% for the females) and 88.2% (88.9% for the males and 87.5% for the females). The participation rates by gender show that the male participation rates were higher across all of the major age groups with the 45-64 years of age group showing a lower participation rate of 88.9% and the female participation rates were lower across all of the major age groups with the 25-44 and the 25-64 years of age groups showing higher participation rates of 90.0% and 89.3%, respectively.

The unemployment rate for the Eastmain labour force stood at 11.9% (11.4% for the males and 9.7% for the females) and was low across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 33.3% (44.4% for the males and 33.3% for the females). The unemployment rates by gender show that the male unemployment rates were consistently lower than those of the females across all of the major age groups with the 15-64 and 15-24 years of age groups showing higher unemployment rates of 11.4% (9.7% for the females) and 44.0% (33.3% for the females), respectively. The male unemployment rates were low across all of the major age groups with the 15-24 years of group showing a higher unemployment rate of 44.4%. The female unemployment rates were also low across all of the major age groups with the 15-24 years of age group showing a high unemployment rate of 33.3%. The unemployment rate for the Cree labour force stood at 22.8% (27.0% for the males and 18.1% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 41.9% (46.6% for the males and 36.7% for the females) and the 45-64 years of age group showing a lower unemployment rate of 14.6% (19.4% for the males and 9.6% for the females). The unemployment rates by gender show that

the male unemployment rates were consistently higher than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 46.6% and the 45-64 years of age group showing a lower unemployment rate of 19.4%. The female unemployment rates were also high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 36.7% and the 45-64 years of age group showing a lower unemployment rate of 9.6%.

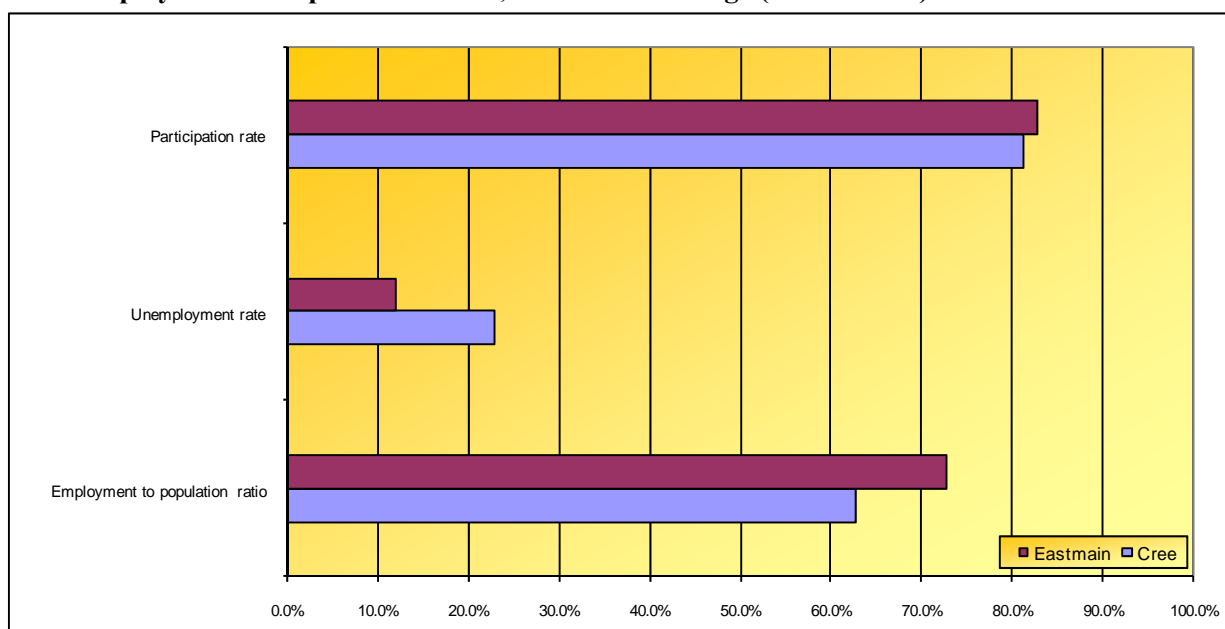
The Eastmain labour force unemployment rate was lower than the unemployment rate for the Cree labour force and was lower across all of the major age groups. The unemployment rates by gender show that the male and female unemployment rates were also lower across all of the major age groups.

The employment to population ratio for the Eastmain labour force stood at 72.8% (77.5% for the males and 68.3% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 30.8% (38.5 % for the males and 30.8% for the females). The employment to population ratios by gender show that the male employment to population ratios were consistently higher than those of the females across all of the major age groups. The male employment to population ratios were high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 77.5% and 38.5%, respectively. The female employment to population ratios were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 68.3% and 30.8%, respectively. The employment to population ratio for the Cree labour force stood at 62.8% (62.3% for the males and 63.4% for the females) and was low across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment ratios of 62.8% (62.3% for the males and 63.4% for the females) and 33.2% (32.3% for the males and 35.1% for the females, respectively, and the 45-64 years of age group showing a higher employment to population of 78.6% (76.9% for the males and 80.3% for the females). The employment to population ratios by gender show that the male employment to population ratios were consistently lower than those of the females across all of the major age groups with the 25-44 years of age group showing a higher employment to population ratio of 73.4% (72.1% for the females). The male employment to population ratios were high with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 62.3% and 32.3%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 76.9%. The female employment to population ratios were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 63.4% and 35.1%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 80%.

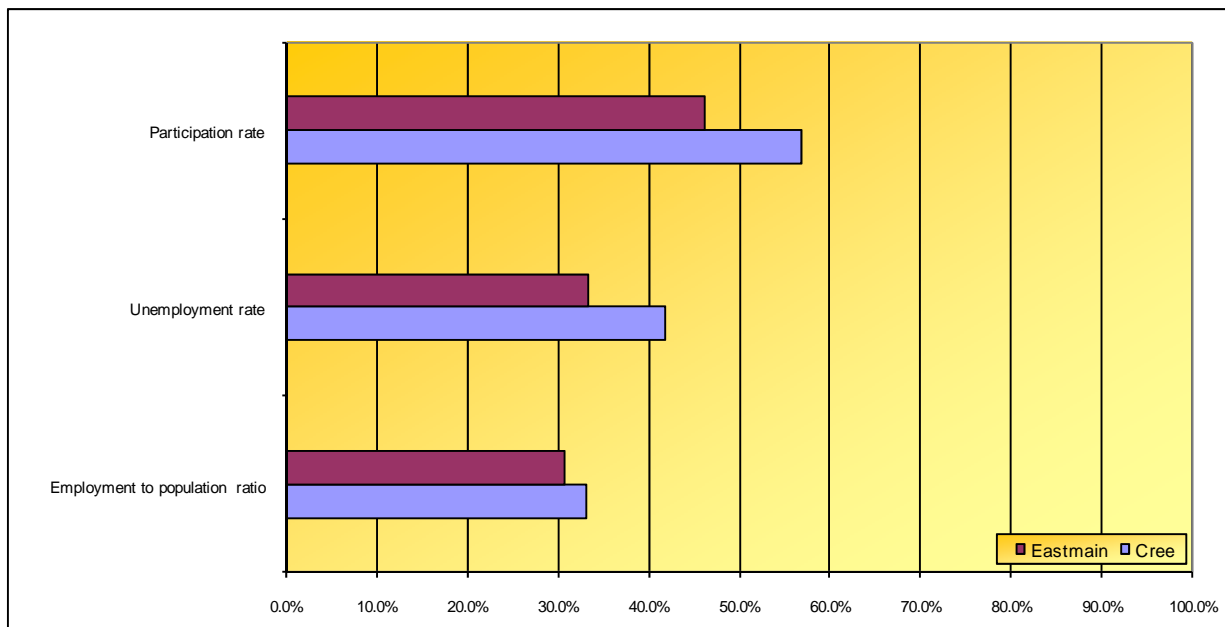
The Eastmain labour force employment to population ratio was higher than the employment to population ratio for the Cree labour force and was lower across all of the major age groups with the 15-24 years of age group showing a higher employment to population of 30.8% (38.5% for the males and 30.8% for the females). The employment to population ratios by gender show that the male employment to population ratios were higher across all of the major age groups and the

female employment to population ratios were lower across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 30.8%. Figure 5.2.1 shows the participation and unemployment rates and the employment to population ratios of the Eastmain and the Cree labour force, 15-64 years of age groups, Figure 5.2.2 shows the participation and unemployment rates and the employment to population ratios of the Eastmain and the Cree labour force, 15-24 years of age groups and Figure 5.2.3 shows the participation and unemployment rates and the employment to population ratios of the Eastmain and the Cree labour force, 25-64 years of age groups, graphically.

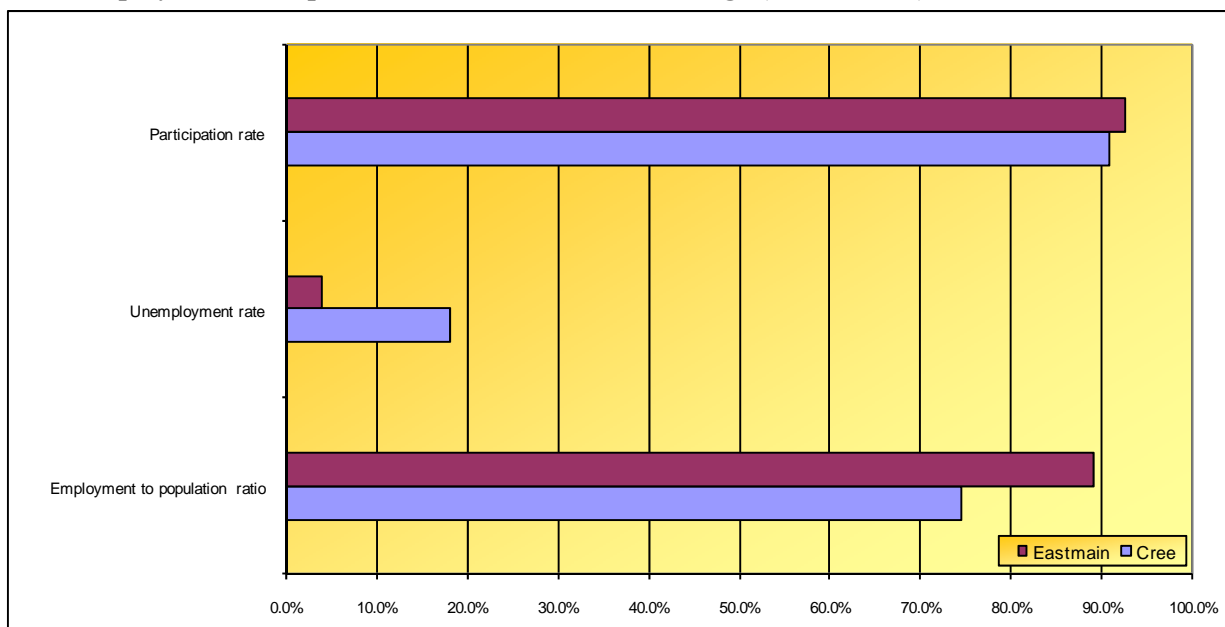
**Figure 5.2.1**  
**Eastmain and Cree Labour Force: Participation and Unemployment Rates**  
**and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)**



**Figure 5.2.2**  
**Eastmain and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)**



**Figure 5.2.3**  
**Eastmain and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)**



Overall, the Eastmain labour force participation and unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate and a higher unemployment rate. The employment to population ratios were high across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio.

The high participation and unemployment rates that characterized the Eastmain labour market indicate that the Eastmain labour market has only been able to absorb a small percentage of the existing labour force and the high employment to population ratio indicates that the Eastmain labour market has been able to utilize a higher percentage of the existing labour force pool, in spite of the fact that there were a high number of individuals entering the Eastmain labour market that were not being equally offset by the number of individuals leaving the Eastmain labour market. The data clearly shows that there were more young individuals entering the Eastmain labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 4.3 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated at approximately 2.1% per year, is not likely improve the performance of and could pose a seriously strain on the labour force absorption capacity of the Eastmain labour market. This phenomenon, given the relatively young population and the high population growth rate, can be expected to continue throughout the coming decade(s).

The Cree labour force participation and unemployment rates were high across all the major age groups and the employment to population ratios were low across all of the major age groups with the 15-24 years of age group showing a lower participation rate, a higher unemployment rate and the 15-64 and 15-24 years of age groups showing lower employment to population ratios.

The high participation and unemployment rates that characterized the Cree labour market indicate that the Cree labour market has only been able to absorb a small percentage of its existing labour force and the low employment to population ratio indicates that the Cree labour market has only been able to utilize a low percentage of its existing labour force pool. The data clearly shows that there were a high number of individuals entering the Cree labour market that were not being equally offset by the number of individuals leaving the Cree labour market. There were more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated at approximately 2.4% per year, is not likely improve the performance of, and could pose a seriously strain on the labour force absorption capacity of the Cree labour market. This phenomenon, given the relatively young Cree population and the high population growth rate, can be expected to continue throughout the coming decade(s).

### 5.3 Eastmain Labour Force: Industry Classification

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the identification of the industry where the individual found employment so that it could be classified according to the three main industry sectors as well as to the twenty-one industry classifications of the 2001 North American Industry Classification System (NAICS).

The three main industry sectors are; the primary industries, which includes agriculture, forestry, mining, hunting and fishing and other resource based industries; the secondary industries, which includes manufacturing, construction, transportation and storage and communication industries; and the tertiary industries, which includes wholesale and retail trades, finance, insurance, real estate, business services, government, accommodation, food, and beverage and other service industries. Table 6.3.1 shows the main industry sectors where the Eastmain and the Cree employed labour force found employment.

**Table 5.3.1  
Eastmain and Cree Labour Force: Industry Sectors (2008 CLMS)**

Labour Force (15-64 years of age) Industry	Eastmain	Cree
Primary	12.1%	23.8%
Secondary	13.8%	10.3%
Tertiary	74.1%	65.9%

The secondary and tertiary industries account for 87.9% of all the jobs for the Eastmain employed labour force; 12.1% found employment in the primary industry, 13.8% in the secondary industry and 74.1% in the tertiary industry. Alternatively, for every 100 jobs created; approximately 74 jobs were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 14 jobs were created in the secondary industry by the construction and transportation related activities and 12 jobs were created in the primary industry by forestry, fishing and hunting and mining activities. The secondary and tertiary industry account for 89.7% of all the jobs for the Cree employed labour force; 23.8% found employment in the primary industry, 10.3% in the secondary industry and 65.9% in the tertiary industry. Alternatively, for every 100 jobs created; approximately 66 jobs were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 10 jobs were created in the secondary industry by the construction and transportation related activities, and 24 jobs were created in the primary industry by the agriculture, forestry, fishing and hunting and mining activities. This data takes hunting and trapping into account, since this activity was practiced by approximately 11.9% of the Eastmain employed labour force (22.0% of the Cree employed labour force). Table 5.3.2 shows the main industry classifications where the Eastmain and the Cree employed labour force found employment.

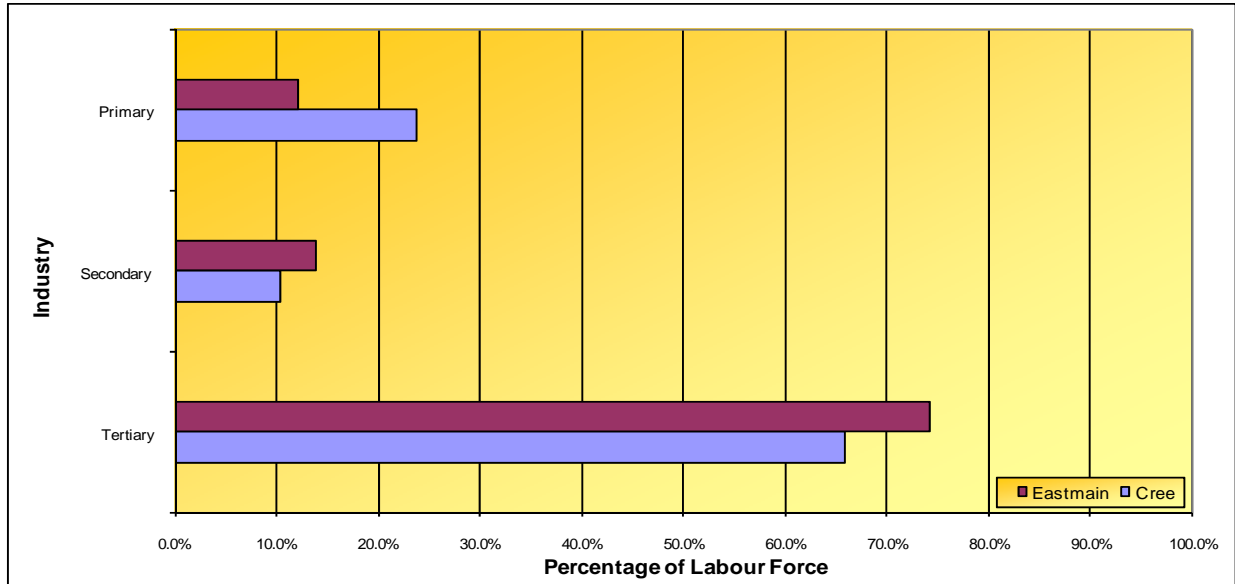
**Table 5.3.2**  
**Eastmain and Cree Labour Force: Industry Classification (2008 CLMS)**

Labour Force (15-64 years of age) Industry	Eastmain	Cree
Agriculture, forestry, fishing and hunting	11.9%	22.0%
Mining and oil and gas extraction	0.0%	0.4%
Manufacturing	0.0%	0.0%
Construction industries	10.2%	8.7%
Transportation and storage industries	3.4%	0.9%
Communications and other utility industries	0.0%	0.1%
Wholesale and retail trade industries	5.1%	4.7%
Information and cultural industries	0.0%	0.4%
Finance, insurance, real estate industries	1.7%	1.0%
Professional, scientific and technical services	0.0%	0.1%
Management of companies and enterprises	1.7%	1.9%
Business and services industries	0.0%	0.0%
Administrative and support, waste management and remedial services	0.0%	0.0%
Government services industries	0.0%	0.0%
Educational services industries	20.3%	15.8%
Health and social services industries	10.2%	11.7%
Arts, entertainment and recreation	0.0%	1.3%
Accommodation, food and beverage industries	1.7%	3.3%
Other service industries (except public administration)	0.0%	0.4%
Public administration	32.2%	21.2%
Industry not elsewhere classified	1.7%	6.3%

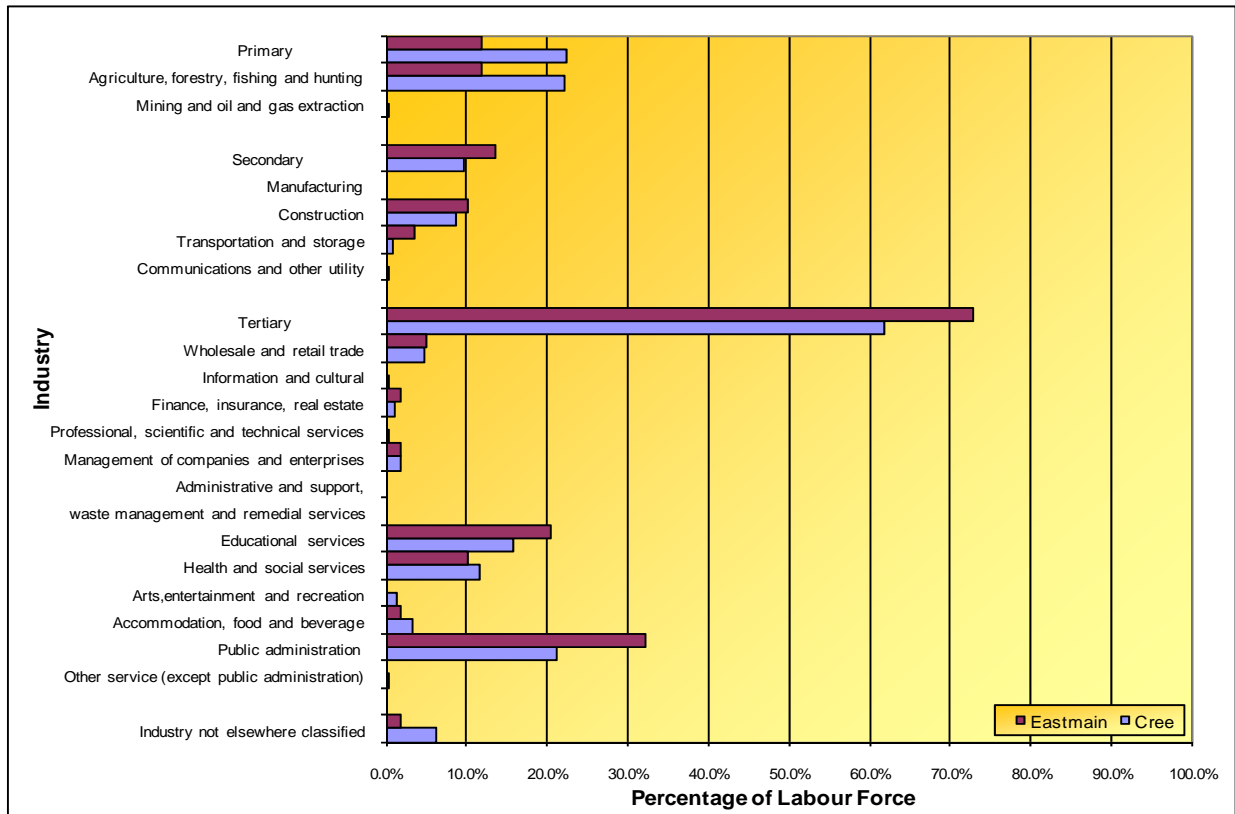
Six major industry classifications account for 89.9% of the Eastmain employed labour force; 32.2% found employment in the public administration, 20.3% found employment; the educational services, 11.9% found employment in the agriculture, forestry, fishing and hunting 10.2% found employment in the health and social services, 10.2% found employment in the construction and 5.1% found employment in the wholesale and retail trade industries. The same six major industry classifications account for 84.1% of the Cree employed labour force; 21.2% found employment in the public administration, 15.8% found employment in the educational services, 22.0% found employment in the agriculture, forestry, fishing and hunting, 11.7% found employment in the health and services, 8.7% found employment in the construction and 4.7% found employment in the wholesale and retail sales industries.

Figure 5.3.1 shows the main industry sectors where the Eastmain and the Cree employed labour force found employment and Figure 5.3.2 shows the main industry classifications where the Eastmain and the Cree employed labour force found employment, graphically.

**Figure 5.3.1**  
**Eastmain and Cree Labour Force: Industry Sector (2008 CLMS)**



**Figure 5.3.2**  
**Eastmain and Cree Labour Force: Industry Classification (2008 CLMS)**





Overall, the data shows very little variation in the industry distribution of the Eastmain and Cree employed labour force. A higher percentage of the Eastmain employed labour force found employment in four of the six major industry classifications; the public administration, the educational services, the construction and the wholesale and retail trade industries; and a higher percentage of the Cree employed labour force found employment in two of the six major industry classifications; the agriculture, forestry, fishing and hunting and the health and social services industries. The data does clearly show a prevalent imbalance in the distribution, where the majority find employment in the tertiary industries and very few find employment in the primary and secondary industries.

#### **5.4 Eastmain Labour Force: Occupation Classification**

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the occupation of the individual to be identified so that it could be classified according to the eleven standardized 2001 National Occupational Classification Codes (NOC). Table 5.4.1 shows the main occupation classifications of the Eastmain and the Cree employed labour force.

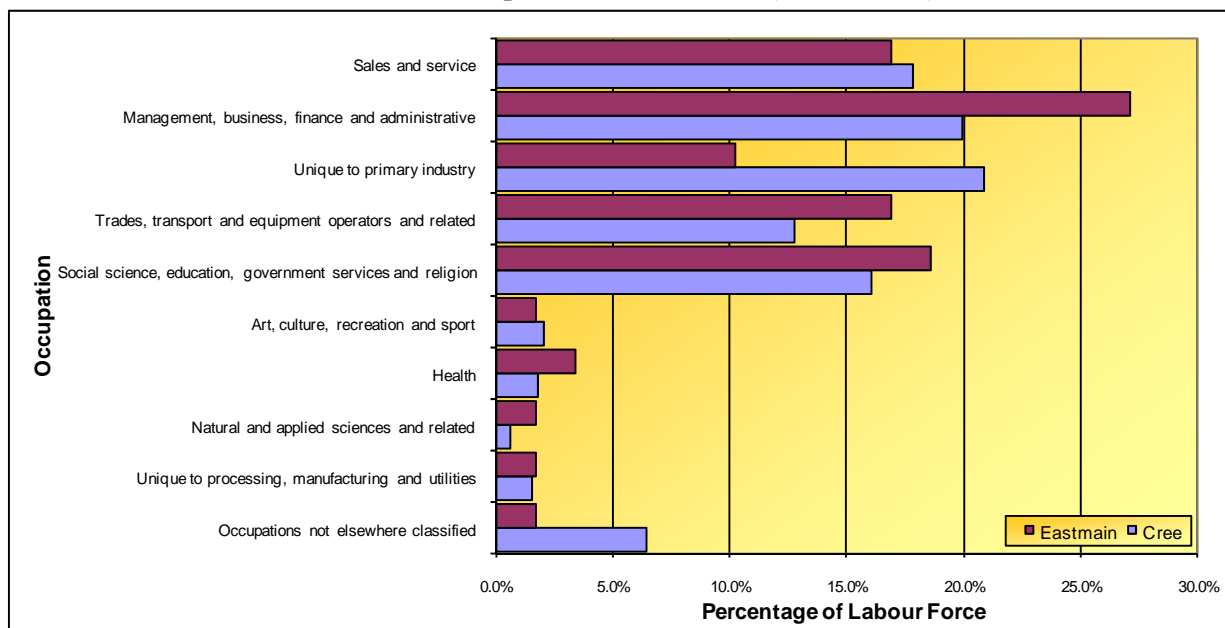
**Table 5.4.1  
Eastmain and Cree Labour Force: Occupation Classification (2008 CLMS)**

<b>Labour Force (15-64 years of age) Occupation</b>	<b>Eastmain</b>	<b>Cree</b>
Management, business, finance and administrative occupation	27.1%	19.9%
Natural and applied sciences and related occupations	1.7%	0.6%
Health occupations	3.4%	1.8%
Occupations in social science, education, government services and religion	18.6%	16.0%
Art, culture, recreation and sport occupations	1.7%	2.0%
Sales and service occupations	16.9%	17.9%
Trades, transport and equipment operators and related occupations	16.9%	12.8%
Occupations unique to primary industry	10.2%	20.9%
Occupations unique to processing manufacturing and utilities	1.7%	1.5%
Occupations not elsewhere classified	1.7%	6.5%

Five of the largest occupational groups account for 89.7% of the Eastmain employed labour force; 27.1 % found employment in the management, business, finance and administrative, 18.6% found employment in the social science, education, government services and religion, 16.9% found employment in the sales and services, 16.9% found employment in the trades, transport and equipment operators and related and 10.2% found employment and the primary industry occupations. The same five of the largest occupational groups account for 87.5% of the Cree employed labour force: 19.9% found employment in the management, business, finance and administrative, 16.0% found employment in the social science, education, government services and religion, 17.9% found employment in the sales and service, 12.8% found employment in the trades, transport and equipment operators and related and 20.9% found employment in the primary industry occupations.

Figure 5.4.1 shows the main occupation classifications of the Eastmain and the Cree employed labour force, graphically.

**Figure 5.4.1  
Eastmain and Cree Labour Force: Occupation Classification (2008 CLMS)**



Overall, the data shows very little variation between the occupation distribution of the Eastmain and the Cree employed labour force. A higher percentage of the Eastmain employed labour force found employment in three of the five largest occupational groups; the management, business, finance and administrative, the social science, education, government services and religion and the trades transport and equipment operators and related occupations; and a higher percentage of the Cree employed labour force found employment in two of the five largest occupational groups; the primary and the sales and services occupations.

### 5.5 Eastmain Labour Force: Employment Status

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the employment status of the individual to be determined so that it could be classified according to the standard employment status classifications. Table 5.5.1 shows the employment status of the Eastmain and the Cree employed labour force.

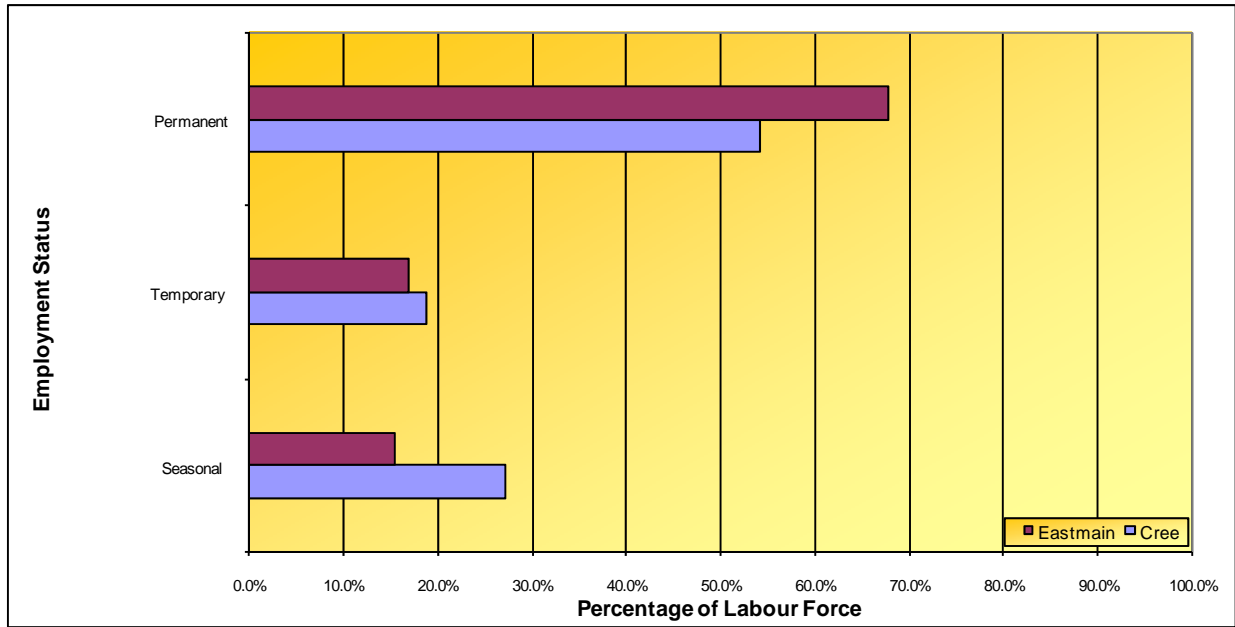
**Table 5.5.1  
Eastmain and Cree Labour Force: Employment Status (2008 CLMS)**

Labour Force (15-64 years of age) Employment Status	Eastmain	Cree
<b>Permanent</b>	<b>67.8%</b>	<b>54.2%</b>
Full-time	95.0%	93.4%
Part-time	5.0%	6.6%
<b>Temporary</b>	<b>16.9%</b>	<b>18.8%</b>
Full-time	90.0%	83.6%
Part-time	10.0%	16.4%
<b>Seasonal</b>	<b>15.3%</b>	<b>27.0%</b>
Full-time	88.9%	99.3%
Part-time	11.1%	0.7%

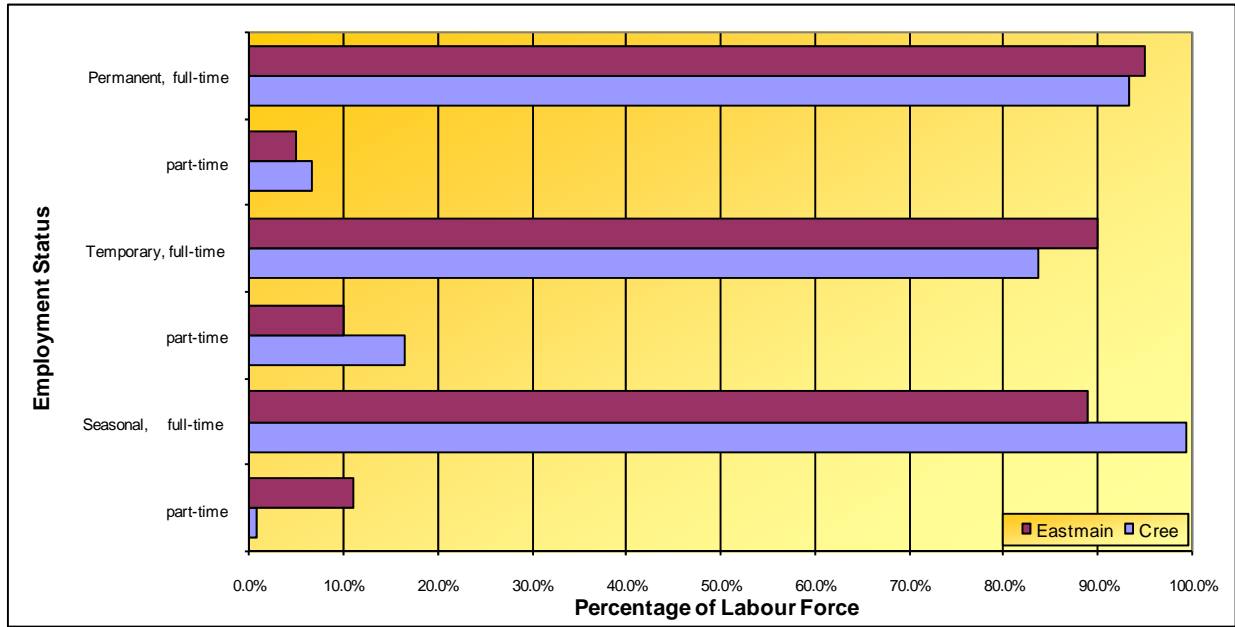
The majority of all positions reported by the Eastmain employed labour force were permanent and full-time positions; 67.8% were employed on a permanent basis (95.0% full-time and 5.0% part-time), 16.9% on a temporary basis (90.0% full-time and 10.0% part-time) and 15.3% on a seasonal basis (88.9% full-time and 11.1% part-time). The majority of all positions reported by the Cree employed labour force were also permanent and full-time positions; 54.2% were employed on a permanent basis (93.4% full-time and 6.6% part-time), 18.8% on a temporary basis (83.6% full-time and 16.4% part-time) and 27.0% on a seasonal basis (99.3% full-time and 0.7% part-time).

Figure 5.5.1 shows the permanent, temporary, and seasonal employment status of the Eastmain and the Cree employed labour force and Figure 6.5.2 show the permanent, temporary, seasonal, full-time and part-time employment status of the Eastmain and the Cree employed labour force, graphically.

**Figure 5.5.1**  
**Eastmain and Cree Labour Force:**  
**Permanent, Temporary and Seasonal Employment Status (2008 CLMS)**



**Figure 5.5.2**  
**Eastmain and Cree Labour Force:**  
**Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)**



Overall, the majority of all positions reported by the Eastmain employed labour force were permanent and full-time positions, 67.8% were permanent positions and 93.2% of all the positions reported, regardless of their permanent, temporary and seasonal status, were full-time positions (6.8% were part-time positions); and the majority of all positions reported by the Cree employed labour force were also permanent and full-time positions, 54.2% were permanent positions and 93.1% of all the positions reported, regardless of their permanent, temporary and seasonal status were full-time positions (6.9% were part-time positions).

Part II - Community Level Perspective

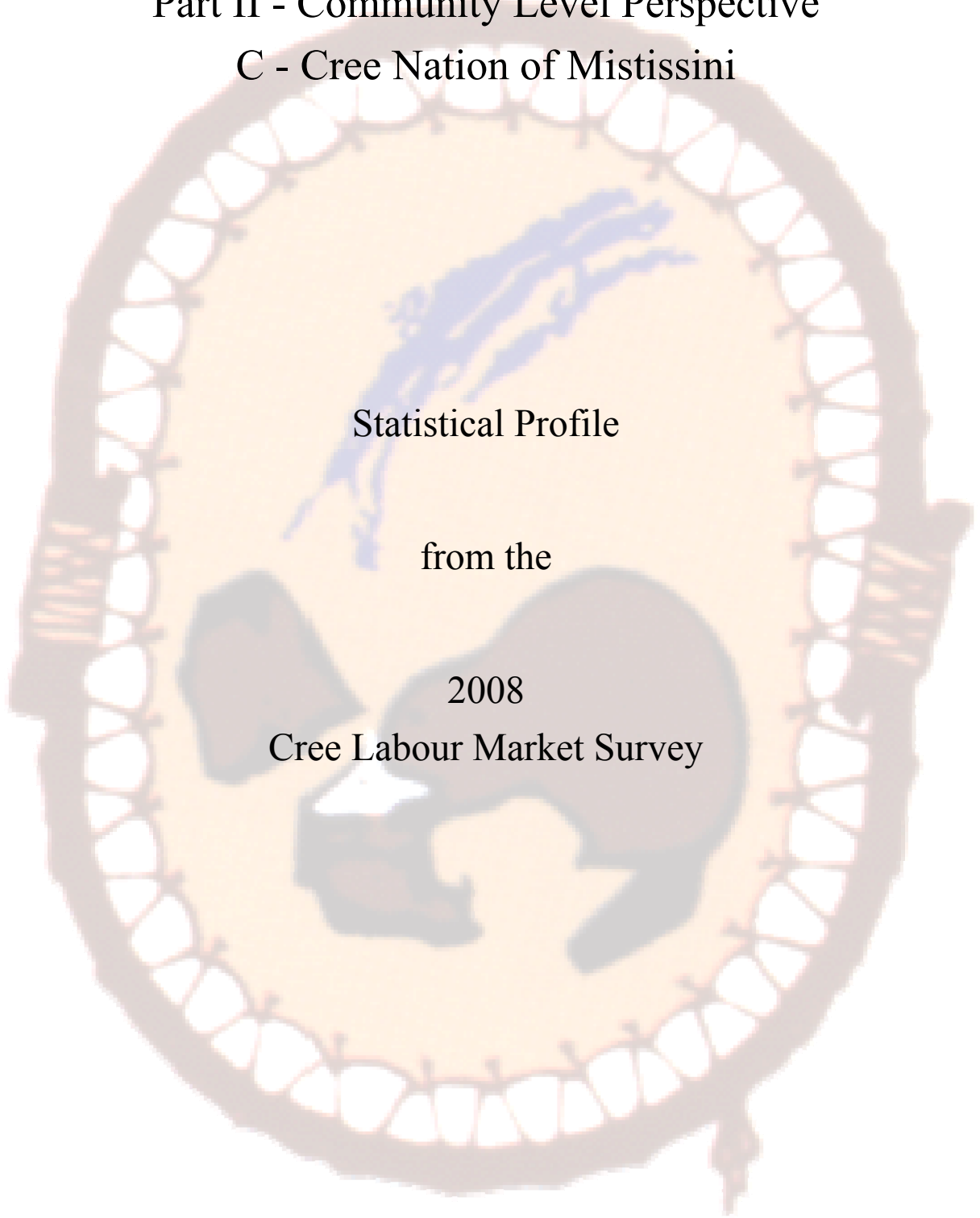
C - Cree Nation of Mistissini

Statistical Profile

from the

2008

Cree Labour Market Survey



## **Part II – Community Level Perspective**

### **C - Cree Nation of Mistissini**

#### **TABLE OF CONTENTS**

	Page
Table of Contents	i
List of Tables	ii
List of Figures	iii
Executive Summary	v
<b>1.0 Mistissini Labour Force Dynamics</b>	<b>1</b>
1.1 Introduction	1
1.2 Mistissini Labour Force	1
<b>2.0 Mistissini Labour Force: Potential Size</b>	<b>5</b>
2.1 Introduction	5
2.2 Potential Size	5
2.3 Estimated New Job Requirements	6
<b>3.0 Mistissini Labour Force: Language Proficiency Levels</b>	<b>8</b>
3.1 Introduction	8
3.2 Language Proficiency Levels	8
<b>4.0 Mistissini Labour Force: School Attendance, Educational Achievement Levels and Major Fields of Study</b>	<b>12</b>
4.1 Introduction	12
4.2 School Attendance	12
4.3 Educational Achievement Levels	13
4.4 Major Fields of Study	16
<b>5.0 Mistissini Labour Force: Labour Market Activity</b>	<b>18</b>
5.1 Introduction	18
5.2 Participation and Unemployment Rates and Employment to Population Ratios	18
5.3 Industry Classification	24
5.4 Occupation Classification	27
5.5 Employment Status	28

## LIST OF TABLES

	Page
Table 2.2.1 Mistissini and Cree Labour Force: Potential Size (2008 CLMS)	5
Table 2.3.1 Mistissini and Cree Labour Force: Estimated New Job Requirements (2008 CLMS)	6
Table 3.2.1 Mistissini and Cree Labour Force: Language Proficiency Levels (2008 CLMS)	8
Table 4.2.1 Mistissini and Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)	12
Table 4.3.1 Mistissini and Cree Labour Force: Educational Achievement Levels (2008 CLMS)	14
Table 4.4.1 Mistissini and Cree Labour Force: Major Fields of Study (2008 CLMS)	16
Table 5.2.1 Mistissini and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)	18
Table 5.3.1 Mistissini and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	24
Table 5.3.2 Mistissini and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	25
Table 5.4.1 Mistissini and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	27
Table 5.5.1 Mistissini and Cree Labour Force: Employment Status (2008 CLMS)	29



## LIST OF FIGURES

	Page
Figure 1.2.1 Cree Labour Force by Community (2008 CLMS)	1
Figure 1.2.2 Mistissini and Cree Labour Force: Age Structure (2008 CLMS)	2
Figure 1.2.3 Cree Labour Force: Age/Gender (2008 CLMS)	2
Figure 1.2.4 Mistissini Labour Force: Age/Gender (2008 CLMS)	3
Figure 3.2.1 Mistissini Labour Force: Language Proficiency Levels (2008 CLMS)	10
Figure 3.2.2 Cree Labour Force: Language Proficiency Levels (2008 CLMS)	10
Figure 4.2.1 Mistissini and Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)	13
Figure 4.3.1 Mistissini and Cree Labour Force: Educational Achievement Levels (2008 CLMS)	15
Figure 4.4.1 Mistissini and Cree Labour Force: Major Fields of Study (2008 CLMS)	17
Figure 5.2.1 Mistissini and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)	21
Figure 5.2.2 Mistissini and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)	22
Figure 5.2.3 Mistissini and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)	22
Figure 5.3.1 Mistissini and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	26
Figure 5.3.2 Mistissini and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	26
Figure 5.4.1 Mistissini and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	28
Figure 5.5.1 Mistissini and Cree Labour Force: Permanent, Temporary, and Seasonal Employment Status (2008 CLMS)	30

**LIST OF FIGURES Cont'd**

	Page
Figure 5.5.2 Mistissini and Cree Labour Force: Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)	30

## **Executive Summary**

### **Labour Force Dynamics: Mistissini Labour Force, Potential Size and Estimated New Job Requirements**

#### **Mistissini Labour Force**

As of March 31, 2008, the Mistissini labour force consisted of 1,990 individuals accounting for 21.5% of the Cree labour force and is expected to increase at a rate of approximately 2.4% per year, over the 2008-2013 period.

The Mistissini labour force is characterized by a youthful demographic structure, where:

- 27.1% is between 15-24 years of age;
- 50.5% is between 25-44 years of age; and
- 22.9 % is between 45-64 years of age.

This distribution is a direct result of the high population growth experienced over the past decade(s). In essence, the youthful demographic structure of the Mistissini population has translated into a young and rapidly expanding labour force.

#### **Potential Size and Estimated New Job Requirements**

Projections on the potential size and new job requirements estimate that the Mistissini labour force:

- will increase to 1,705 by 2013, an 10.7% increase of approximately 2.1 % per year;
- will require the creation of approximately 515 new jobs (103 new jobs per year) to attain full employment levels by 2013; and
- will require the creation of approximately 125 new jobs (25 new jobs per year) to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period.

The high number of new job requirements to attain full employment levels or to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period are a direct result of the youthful demographic structure of the Mistissini population.

## **Language: Language Proficiency Levels**

### **Language Proficiency Levels**

The analysis of the language proficiency levels of the Mistissini labour force reveals that:

- 99.7% is able to speak in the Cree language, 96.7% in the English language and 30.2% in the French language;
- 96.5% is able to speak in Cree and English languages, 30.2% in the Cree and French languages, 29.9% in the English and French languages and 29.9% in the Cree, English and French languages; and
- 8.3% is able to write in the Cree language, 92.7% in the English language and 22.1% in the French language.

The Cree language is predominately the non-official language spoken, the English language is predominately the official language spoken and written then the French language spoken and written.

## **Education: School Attendance and Educational Achievement Levels and Major Fields of Study**

### **School Attendance**

The analysis of the school attendance of the Mistissini, 15-24 years of age group, for the 2007-2008 academic year, reveals that:

- 48.1% were not attending school; and
- 51.9% were attending school.

All or a majority of the individuals that indicated that they were attending school during the 2007-2008 academic year, were attending school on a full-time basis.

### **Educational Achievement Levels**

The analysis of the educational achievement levels of the Mistissini labour force that were not attending school reveals that:

- 6.7% possess none (no formal education);
- 70.6% possess a grade 9 without a secondary graduation certificate and less;
- 5.8% possess a grade 9 and over with a secondary graduation certificate;
- 23.2% possess a post-secondary educational level (with or without a certificate, diploma or degree); and

- 15.6% possess post-secondary qualifications (with a certificate, diploma or degree) above the high school level.

The percentage of the Mistissini labour force with a less than post-secondary educational level is high when compared with the percentage with a post-secondary educational level (with or without a certificate, diploma or degree).

### **Major Fields of Study**

The analysis of the post-secondary qualifications and major fields of study of the Mistissini labour force that were not attending school reveals that 15.6% possess post-secondary qualifications (with a certificate, diploma or degree) above the high school level with strong interest in four of the eleven major fields of study classifications:

- the commerce, management and business administration fields;
- the educational, recreational and counseling services fields;
- the social sciences and related fields; and
- the engineering and applied sciences technologies and trades fields of study.

There is very little variation in the distribution; these four major fields of study account for 80.4% of the Mistissini labour force with post-secondary qualifications.

### **Labour Market Activity:**

#### **Participation and Unemployment Rates and the Employment to Population Ratios, Industry, Occupation and Employment Status**

#### **Participation and Unemployment Rates and the Employment to Population Ratios**

An analysis of the Mistissini labour market reveals high participation and unemployment rates and a low employment to population ratio:

- the participation rate stood at 77.6% and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 43.5%;
- the unemployment rate stood at 23.0% and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 55.3%; and
- the employment to population ratio stood at 59.8% and was low across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 20.4%.

The high participation and unemployment rates that characterized the Mistissini labour market indicate that the Mistissini labour market has only been able to absorb a low percentage of the existing labour force and the low employment to population ratio indicates that the Mistissini labour market has only been able to utilize a low percentage of the existing labour force pool.

## **Industry**

The analysis of the industry to determine where the Mistissini employed labour force found employment reveals that the majority found employment in the tertiary industries followed by the primary and then the secondary industries:

- 24.0% found employment in the primary;
- 12.9% found employment in the secondary;
- 63.1% found employment in the tertiary industries.

More specifically, the majority found employment in six of the eleven major industry classifications:

- the agriculture forestry, fishing and hunting;
- the public administration;
- the educational services;
- the health and social services;
- the construction; and
- the wholesale and retail trade industries.

There is very little variation in the industry distribution; these six industry classifications account for 88.2% of the Mistissini employed labour force. The data does reveal the prevalent imbalance in the distribution, where the majority of find employment in the tertiary industries and very few find employment in the primary and secondary industries.

## **Occupation**

The analysis of the occupation classifications to determine where the Mistissini employed labour force found employment reveals that the majority found employment in five of the eleven main occupational classifications:

- the primary;
- the management, business, finance and administrative;
- the social science, education, government services and religion;
- the sales and services; and
- the trades, transport and equipment operators and related occupations.

There is very little variation in the distribution; these five main occupational classifications account for 89.5% of the Mistissini employed labour force.

## **Employment Status**

The analysis of the employment status reported by the Mistissini employed labour force reveals that:

- 44.4% were employed on a permanent basis;
- 27.6% were employed on a temporary basis; and
- 28.0% were employed on seasonal basis;

The majority of all positions reported were permanent and full time positions; 44.4% were permanent positions and 96.9%, regardless of their permanent, temporary and seasonal status, were full-time positions and 3.1% were part-time positions.

## 1.0 Mistissini Labour Force Dynamics

### 1.1 Introduction

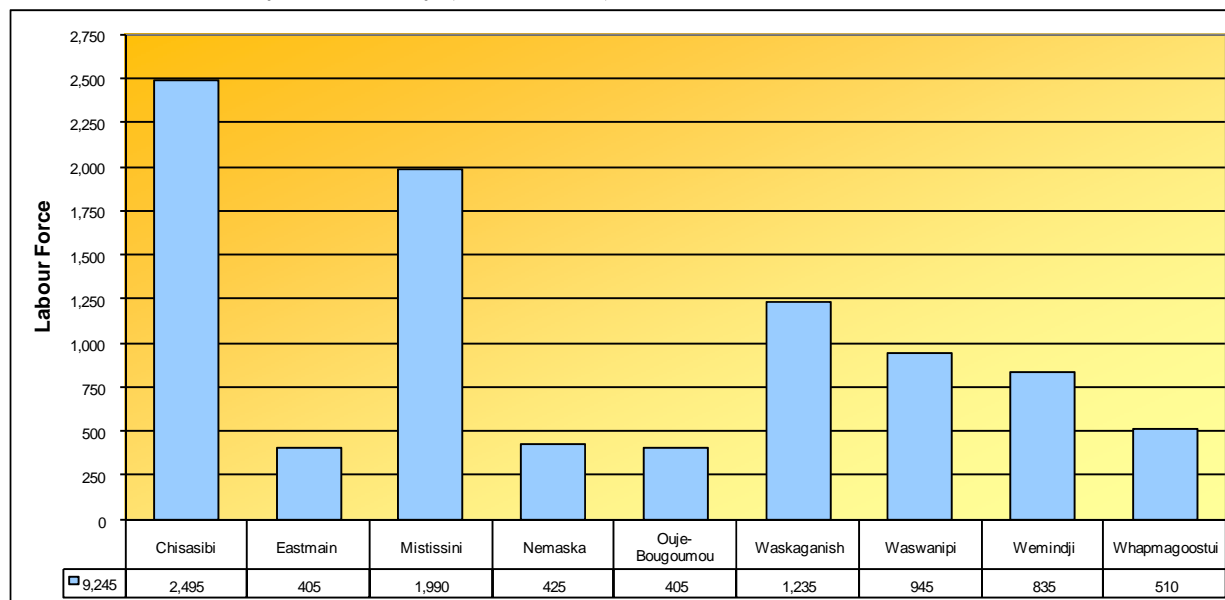
This section provides an analysis of the Mistissini labour force. It examines its size and age/gender distribution in comparison with the Cree labour force.

### 1.2 Mistissini Labour Force

As of March 31, 2008, the Mistissini labour force consisted of 1,990 individuals accounting for 21.5% of the Cree labour force and, based on the basic analysis of emerging demographic trends, is expected to increase at a rate of approximately 2.4% per year over the 2008-2013 period, a growth rate that is lower than the expected growth rate for Cree labour force of approximately 2.6% per year.

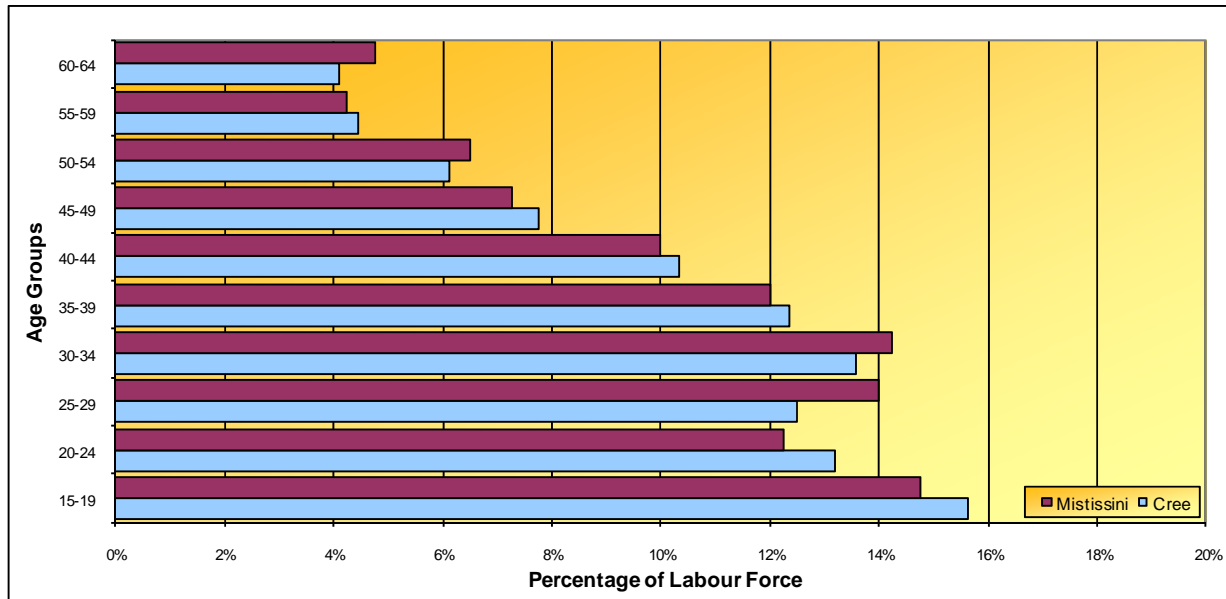
Figure 1.2.1 shows the Mistissini labour force in comparison with the other Cree communities. Figure 1.2.2 shows the Mistissini and the Cree labour force age distribution, Figure 1.2.3 shows the Cree labour force age/gender distribution and Figure 1.2.4 shows the Mistissini labour force age/gender distribution.

**Figure 1.2.1**  
Cree Labour Force by Community (2008 CLMS)

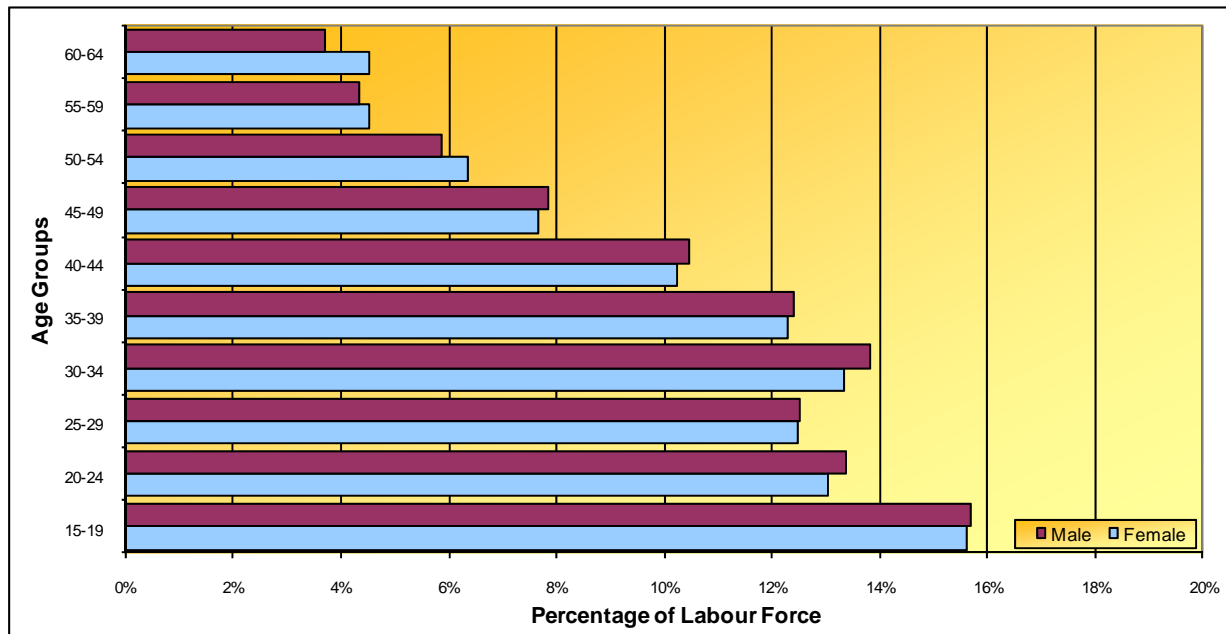




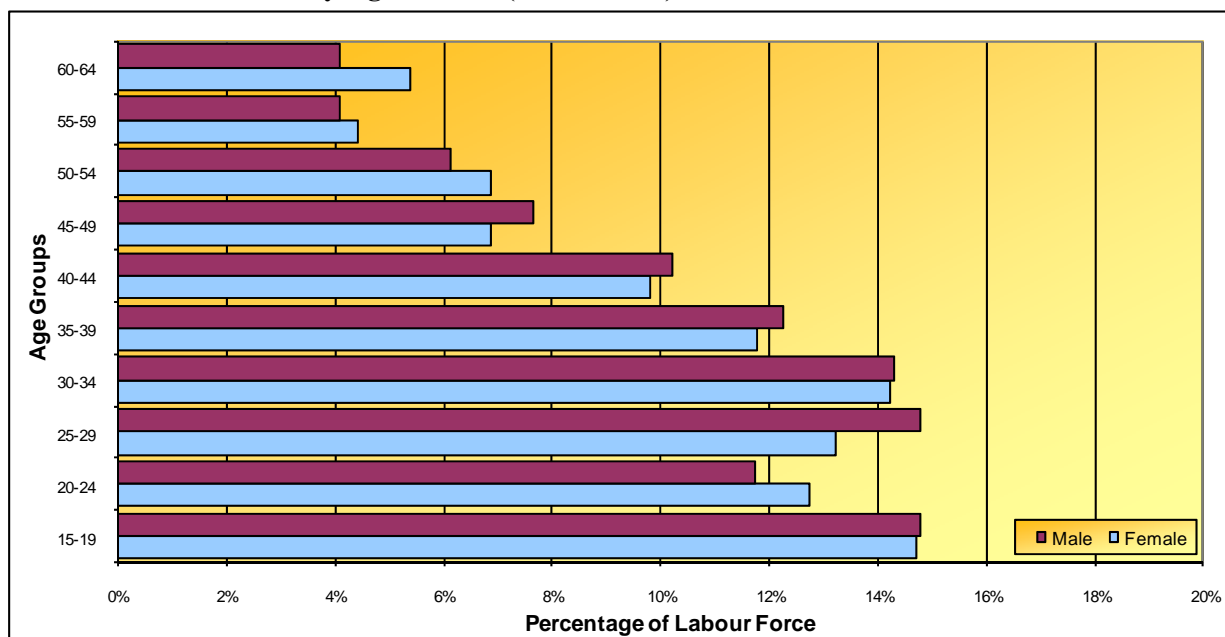
**Figure 1.2.2**  
**Mistissini and Cree Labour Force: Age Structure (2008 CLMS)**



**Figure 1.2.3**  
**Cree Labour Force by Age/Gender (2008 CLMS)**



**Figure 1.2.4**  
**Mistissini Labour Force by Age/Gender (2008 CLMS)**



The Mistissini labour force age distribution, as with the Cree labour force, shows a youthful demographic structure, where a greater number of the labour force is distributed near the bottom and decreasing numbers moving towards the top. The youthful demographic structure is clearly evident in the age/gender distribution; 27.1% is between 15-24 years of age (26.5% for males and 27.7% for females), 50.5% is between 25-44 years of age (51.5% for males and 49.5% for females) and 22.9% is between 45-64 years of age (21.9% for males and 22.8% for females). The Cree labour force age/gender distribution also shows this youthful demographic structure; 28.8% is between 15-24 years of age (29.0% for males and 28.5% for females), 48.8% is between 25-44 years of age (49.2% for males and 48.4% for females) and 22.4% is between 45-64 years of age (21.8% for males and 23.1% for females).

A similar analysis that compares the labour force age group percentage distribution of the Mistissini labour force as a percentage of the Cree labour force also shows this youthful demographic structure; the 15-24 years of age group population represents 5.8% of the Cree 15-24 years of age group (5.6% for males and 6.0% for females), the 25-44 years of age group represents 10.9% of the Cree 25-44 years of age group (10.9% for males and 10.8% for females) and the 45-64 years of age group represents 4.8% of the Cree 45-64 years of age group (4.7% for the males and 5.0% for females).

As with the Cree labour force, this youthful demographic structure can be expected to continue into the next decade. In essence, the youthful demographic structure of the Mistissini population has translated into a young and rapidly expanding labour force: a direct result of the high population growth rate that, as with the Cree population, has been brought about by a combination of factors such as; high fertility rates, an increase in the number of females entering their fertility years (15-49 years of age), low infant mortality rates and improved health care

services which bring about increases in the life expectancy at birth and at 65 years of age.<sup>1</sup> A combination of factors that guarantees a sustained population growth that eventually translates into a young and rapidly expanding labour force.

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<sup>1</sup> These factors were discussed in detail in the “Nine Cree Communities of Eeyou Istchee, Statistical Profile from the 2003 Cree labour Market Survey, March 2005, Part I, Section 2.2, p.7.

## **2.0 Mistissini Labour Force: Potential Size**

### **2.1 Introduction**

This section provides an analysis of the potential size of the Mistissini labour force and the corresponding estimated number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 in comparison with the Cree labour force.

It should be noted that these estimates do not include the effects of in/out migration or the late registration of births and deaths. These estimates are not predictions but rather they are attempts to establish plausible scenarios, based on the basic analysis of emerging demographic trends and given the fact that any projections of the potential size of the labour force that are based on past estimates become less and less reliable as the time frame is extended, the estimates derived here are limited to the 2008-2013 period.

### **2.2 Mistissini Labour Force: Potential Size**

As with any population, the age structure determines the growth pattern of the labour force. A population that is, as with the Cree population, characterized by a youthful demographic structure ensures a high number of new labour market entrants over the 2008-2013 period.

The estimated potential size of the Mistissini and the Cree labour force uses basic projection analysis, the 2008 male and female participation rates of the Mistissini and the Cree labour force and an assumed 0.0% participation rates for those individuals who will be leaving the Mistissini and the Cree labour markets. Incorporating the actual male and female participation rates in the estimation, and assuming a 0.0% participation rate for those individuals who will be leaving the Mistissini and the Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants in the Mistissini and the Cree labour markets so that the potential size of the Mistissini and the Cree labour force can be estimated, given the population data. Table 2.2.1 shows the resulting estimates of the potential size of the Mistissini and the Cree labour force for the 2008-2013 period.

**Table 2.2.1  
Mistissini and Cree Labour Force: Potential Size (2008 CLMS)**

<b>Labour Force (15-64 years of age)</b>	<b>Mistissini</b>	<b>Cree</b>
<b>2008 Labour Force</b>	<b>1,540</b>	<b>7,525</b>
Male	790	3,935
Female	750	3,585
<b>2009-2013 Entrants</b>	<b>160</b>	<b>920</b>
Male	100	530
Female	60	390
<b>2013 Labour Force</b>	<b>1,705</b>	<b>8,445</b>
Male	890	4,470
Female	815	3,975

Based on these estimates, the Mistissini labour force will have increased to 1,705 by 2013, a 10.7% increase of approximately 2.1% per year. Over the same period, the Cree labour force will have increased to 8,445 by 2013, a 12.2% increase of approximately 2.4% per year.

### **2.3 Mistissini Labour Force: Estimated New Job Requirements**

As with any population, the age structure of the population determines the growth pattern of the labour force and when combined with the male and female participation and unemployment rates of the labour force determines the growth pattern of the new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013. With a population that is characterized by a youthful demographic structure and a labour market that is characterized by high participation and unemployment rates: a high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 can be expected with absolute certainty.

The estimates on the total number of new jobs requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Mistissini and the Cree labour force uses basic projection analysis, the actual 2008 male and female participation and unemployment rates of the Mistissini and the Cree labour force and an assumed 0.0% participation rate for those individuals who will be leaving the Mistissini and the Cree labour markets. Incorporating the actual male and female participation and unemployment rates in the estimation and assuming a 0.0% participation rate for those individuals who will be leaving the Mistissini and the Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants and the total number of individuals who will be unemployed in the Mistissini and the Cree labour markets and, hence, allow for the estimation of the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013, given the population data. Table 2.3.1 shows the resulting estimates on the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Mistissini and the Cree labour force.

**Table 2.3.1  
Mistissini and Cree Labour Force: Estimated New Job Requirements (2008 CLMS)**

<b>Number of new job requirements in 2013</b>	<b>Mistissini</b>	<b>Cree</b>
to <u>attain</u> full employment levels	515	2,650
to <u>maintain</u> 2008 employment levels	125	700

Based on these estimates, the Mistissini labour force will have increased to 1,705 by 2013 and in order to attain full employment levels in 2013, an estimated 515 new jobs would be required (103 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 125 new jobs would be required (25 new jobs per year). The high population growth experienced over the past decade(s) has resulted in a large increase in the Mistissini labour force due to the high number of individuals entering the Mistissini labour market that are not being equally offset

by the number of individuals leaving the Mistissini labour market. The data clearly shows that there are and will be more young individuals entering the Mistissini labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.2 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or just to maintain 2008 employment levels in 2013.

The Cree labour force will have increased to 8,445 by 2013 and in order to attain full employment levels in 2013, an estimated 2,650 new jobs would be required (530 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 700 new jobs would be required (140 new jobs per year). As with the Mistissini population, the Cree population has experienced a high population growth over the past decade(s) that has resulted in a large increase in the Cree labour force due to the high number of individuals entering the Cree labour market that are not being equally offset by the number of individuals leaving the Cree labour market. The data clearly shows that there are and will be more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013.

### **3.0 Mistissini Labour Force: Language Proficiency Levels**

#### **3.1 Introduction**

This section provides an analysis of the language proficiency levels of the Mistissini labour force in comparison with the Cree labour force.

The language section of the CLMS asked individuals, 15-64 years of age, to indicate the language(s) they are able to communicate in (spoken only and spoken and written). It was set up to capture all of the language(s), official and non-official languages the individual is able to communicate in, so multiple responses were allowed.

It should be noted that the analysis on the language proficiency levels only deals with the Cree, English and French languages even though there may be other languages that may have been indicated by the Mistissini and by the Cree labour force.

#### **3.2 Mistissini Labour Force: Language Proficiency Levels**

Individuals, 15-64 years of age, were asked to indicate the language(s) they are able to communicate in (spoken only and spoken and written). Table 3.2.1 shows the language characteristics of the Mistissini and the Cree labour force. The data is presented so that the indicated language(s) (spoken only and spoken and written) covers all of the language(s) that were indicated as a single response or as a multiple response, as a percentage of the Mistissini and the Cree labour force.

**Table 3.2.1  
Mistissini and Cree Labour Force: Language Proficiency Levels (2008 CLMS)**

Labour Force 15-64 years of age Language(s)	Mistissini		Cree	
	Spoken only	Spoken and Written	Spoken only	Spoken and Written
Cree	99.7%	8.3%	98.7%	22.1%
English	96.7%	92.7%	98.7%	95.4%
French	30.2%	22.1%	37.2%	26.5%
Cree and English	96.5%	6.8%	97.5%	21.2%
Cree and French	30.2%	2.0%	36.6%	8.1%
English and French	29.9%	21.1%	37.0%	25.4%
Cree, English and French	29.9%	2.0%	36.4%	7.9%

The percentage of the Mistissini labour force that is able to speak in the Cree language is high and is slightly higher than that of the Cree labour force, the percentage that is able to speak in the English language is high but lower than that of the Cree labour force and the percentage that is able to speak in the French language is low and is lower than that of the Cree labour force.

The data shows that 99.7% of the Mistissini labour force is able to speak in the Cree language, 96.7% able to speak in the English language and 30.2% is able to speak in the French language. There is a high percentage that indicated that it is able to speak in more than one language; in the

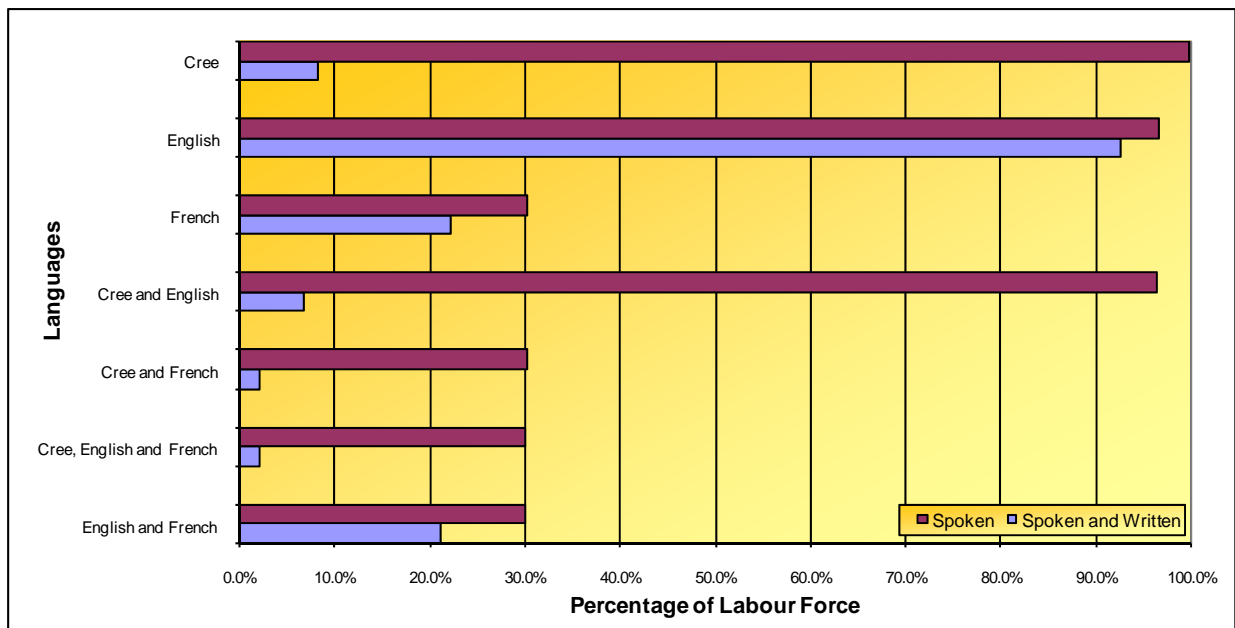
Cree and English, in the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. The Cree and the English language(s) are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and spoken and written categories, 99.7% and 8.3%, 96.7% and 92.7%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentages of 30.2% and 22.1%, respectively. For the Cree labour force, 98.7% is able to speak in the Cree language, 98.7% is able to speak in the English language and 37.2% is able to speak in the French language. There is a high percentage that indicated that it is able to speak in more than one language; in the Cree and English, in the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. As with the Mistissini labour force, the Cree and the English languages are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and in the spoken and written categories, 98.7% and 22.1%, 98.7% and 95.4%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentages of 37.2% and 26.5%, respectively.

There is a large segment of the Mistissini labour force that cannot write in the Cree language; only 8.3% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 92.7% and 22.1%, respectively. This is similar for the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French languages. The percentage that indicated that it is able to write in the English and French languages is higher than the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to write in the English and in the French languages compared to the percentage that indicated that it is able to write in the Cree language. There is also a large segment of the Cree labour force that cannot write in the Cree language; 22.1% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 95.4% and 26.5%, respectively. This is similar for the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French languages. The percentage that indicated that it is able to write in the English and French languages is higher than the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French because of the higher percentage that indicated that it is able to write in the English and in the French languages compared to the percentage that indicated that it is able to write in the Cree language.

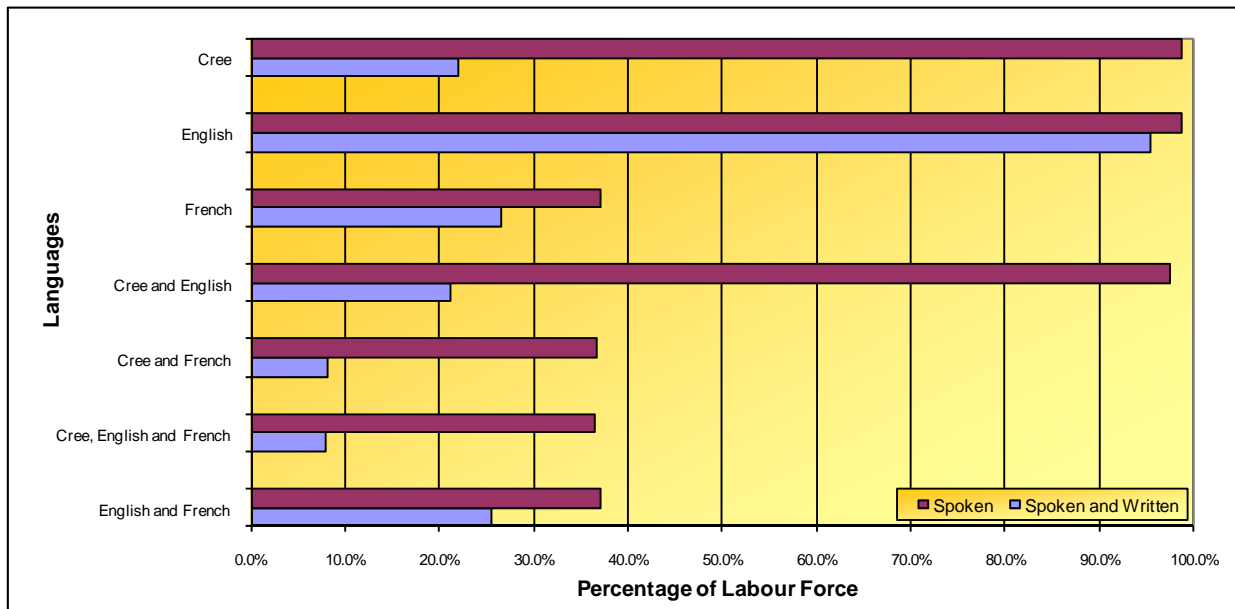


Figure 3.2.1 shows the language proficiency levels of the Mistissini labour force and Figure 3.2.2 shows the language proficiency levels of the Cree labour force, graphically.

**Figure 3.2.1**  
**Mistissini Labour Force: Language Proficiency Levels (2008 CLMS)**



**Figure 3.2.2**  
**Cree Labour Force: Language Proficiency Levels (2008 CLMS)**



Overall, for the Mistissini and the Cree labour force, the Cree language is predominately the non-official language spoken and the English language is predominately the official language spoken and written then the French language spoken and written.

#### 4.0 Mistissini Labour Force: School Attendance and Educational Achievement Levels and Major Fields of Study

##### 4.1 Introduction

This section provides an analysis of the school attendance, the educational achievement levels and the major fields of study of the Mistissini labour force in comparison with the Cree labour force.

The education section of the CLMS asked individuals, 15-64 years of age, to provide information on their educational background. To indicate their current educational status, the highest grade of elementary or high school attended (completed or not), the highest year of university or any other non-university completed, their major field of study and full-time or part-time status.

##### 4.2 Mistissini Labour Force: School Attendance

Individuals, 15-64 years of age, were asked if they had or were currently attending school during the 2007-2008 academic year and, if so, to indicate either high school, college, university or other and to specify full-time or part-time attendance. This allowed for the identification of the school attendance and full-time and part-time attendance levels. Table 4.2.1 shows the school attendance and full-time and part-time attendance of the Mistissini and the Cree, 15-24 years of age groups.

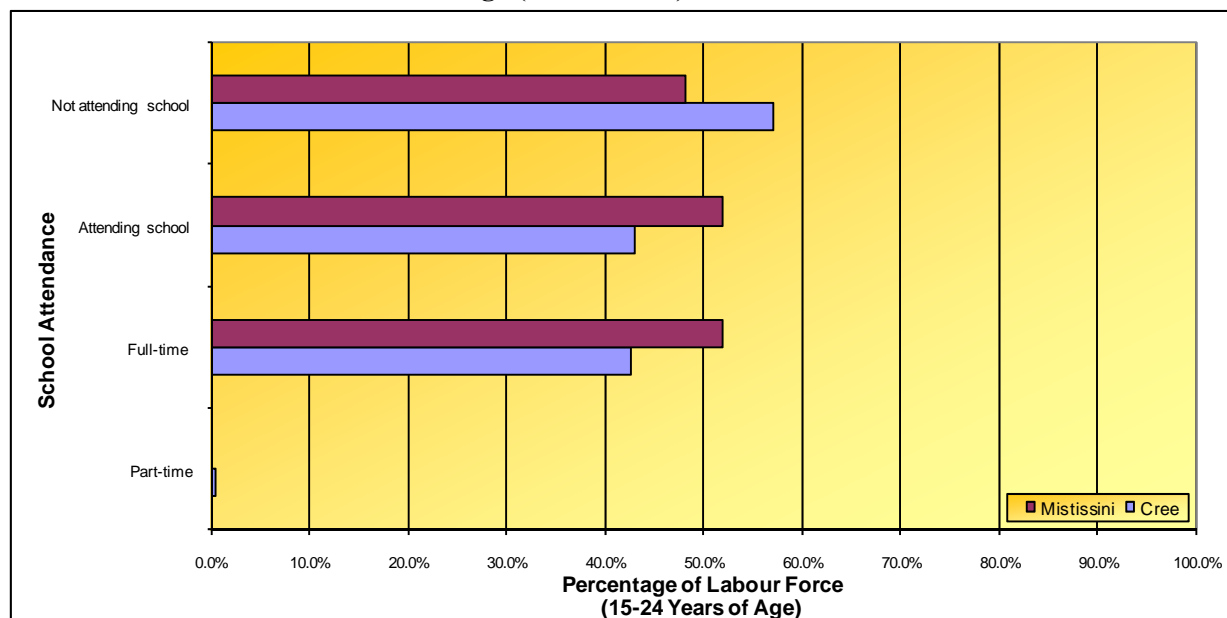
**Table 4.2.1**  
**Mistissini and Cree Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**

Labour Force (15-24 years of age) School Attendance	Mistissini	Cree
Not attending school	48.1%	57.0%
Attending school	51.9%	43.0%
Full-time	51.9%	42.6%
Part-time	0.0%	0.4%

The school attendance of the Mistissini, 15-24 years of age group, for the 2007-2008 academic year, is low but is higher than the school attendance of the Cree, 15-24 years of age group; 51.9% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 51.9% were attending school on a full-time basis and 0.0% on a part-time basis. The school attendance of the Cree, 15-24 years of age group, for the 2007-2008 academic year, is low and is also lower than the school attendance of the Mistissini, 15-24 years of age group; 43.0% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 42.6% were attending school on a full-time basis and 0.4% on a part-time basis.

Figure 4.2.1 shows the school attendance, full-time and part-time attendance of the Mistissini and the Cree, 15-24 years of age groups, graphically.

**Figure 4.2.1**  
**Mistissini Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**



Overall, the school attendance of the Mistissini, 15-24 years of age group is low and all of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis. The school attendance of the Cree, 15-24 years of age group is low and all or a majority of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis.

It is important to note that, in general, for all populations, full-time school attendance is higher among the younger age groups and generally decline in the older age groups and since the analysis is limited to the 15-24 years of age group where most of these individuals were attending high school or attending a post-secondary educational institution at some point, during the 2007-2008 academic year, both requiring full-time attendance, hence, the high full-time school attendance reported.

### 4.3 Mistissini Labour Force: Educational Achievement Levels

Individuals, 15-64 years of age, were asked to indicate their highest grade of elementary or high school attended (completed or not) and/or the highest level of university or any other non-university completed. This allowed for the identification of the highest educational level attained so that it could be classified according to the eleven standard educational achievement level classifications. The educational achievement level classification an individual falls into is determined by their highest level of education. For example, an individual with both a college diploma and a university degree would fall in the university with bachelor’s degree or higher classification. Table 4.3.1 shows the educational achievement levels of the Mistissini and the Cree labour force that were *not attending school*.

**Table 4.3.1  
Mistissini and Cree Labour Force  
Educational Achievement Levels (2008 CLMS)**

Labour Force (15-64 years of age) Educational Achievement Level	Mistissini	Cree
None	6.7%	3.1%
Less than grade 9	44.6%	31.9%
Grade 9 without a secondary graduation certificate	19.3%	27.7%
Grade 9 with a secondary graduation certificate	5.8%	11.8%
Trades certificate or diploma	1.2%	2.5%
Some postsecondary without degree, certificate or diploma	0.0%	0.0%
Other non-university education without certificate or diploma	7.6%	9.7%
Other non-university education with certificate or diploma	11.0%	8.7%
University without degree without certificate or diploma	0.0%	0.0%
University without degree with certificate or diploma	0.3%	1.5%
University with bachelor's degree or higher	3.1%	3.1%

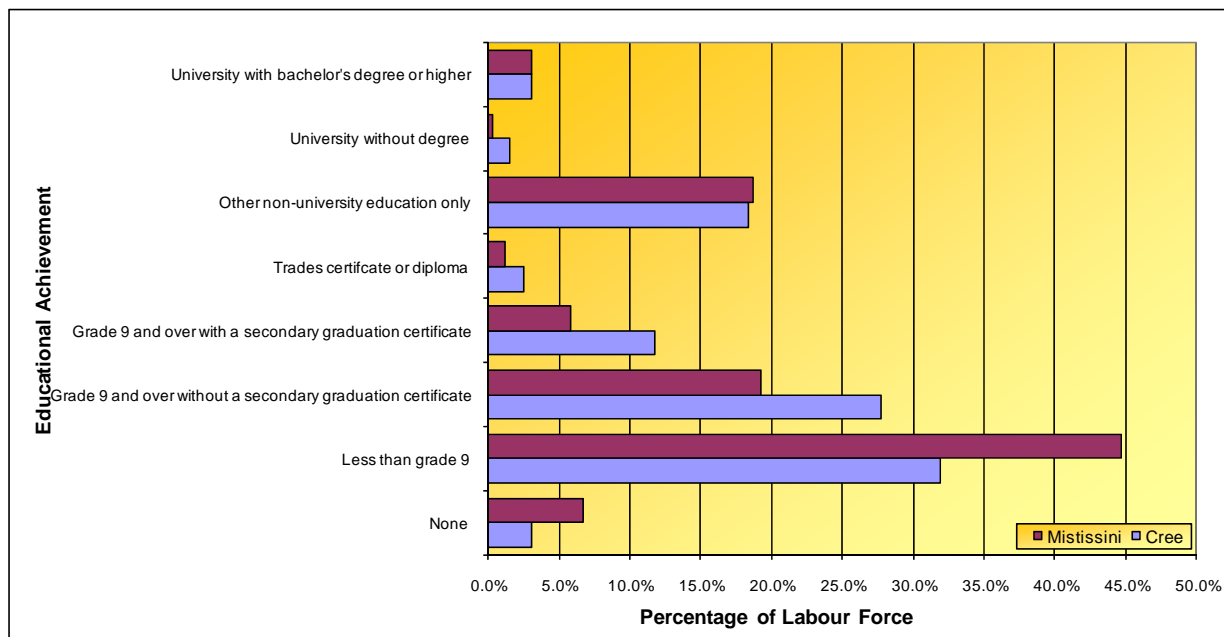
The percentage of the Mistissini labour force with less than a post-secondary educational level is high and is higher than that of the Cree labour force with the none (no formal education) and the less than grade 9 showing slightly higher percentages; 76.5% possess a less than a post-secondary educational level, 70.6% possess a grade 9 without a secondary graduation certificate and less and only 5.8% possess a grade 9 and over with a secondary graduation certificate. The percentage of the Cree labour force with less than a post-secondary educational level is high but is lower than that of the Mistissini labour force with the grade 9 without a secondary graduation certificate and the grade 9 with a secondary graduation certificate showing slightly higher percentages; 74.5% possess a less than a post-secondary educational level, 62.7% possess a grade 9 without a secondary graduation certificate and less and 11.8% possess a grade 9 and over with a secondary graduation certificate.

The percentage of the Mistissini labour force with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low and are lower than that of the Cree labour force with only the non-university education without degree with certificate or diploma showing a slightly higher percentage; 23.2% possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 15.6% possess post-secondary qualifications above the high school level. As a percentage of the labour force with post-secondary qualifications (with a certificate, diploma or degree); 7.8% possess trades certificate or diploma, 70.6% possess other non-university education with certificate or diploma, 2.0% possess university without degree with certificate or diploma and 19.6% possess university bachelor's degree or higher. The percentage of the Cree labour force with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low but are higher than that of the Mistissini labour force with the trades certificate or diploma, the other non-university education without certificate or diploma and the other non-university education with certificate or diploma showing slightly higher percentages; 25.5 % possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 15.9% possess post-secondary qualifications above the high school level. As a percentage of the labour force

with post-secondary qualifications (with a certificate, diploma or a degree); 16.8% possess trades certificate or diploma, 53.9% possess other non-university education with certificate or diploma, 9.9% possess university without degree with certificate or diploma and 19.4% possess university bachelor's degree or higher.

Figure 4.3.1 shows the educational achievement levels of the Mistissini and the Cree labour force that were *not attending school*, graphically.

**Figure 4.3.1**  
**Mistissini and Cree Labour Force**  
**Educational Achievement Levels (2008 CLMS)**



Overall, the percentage of the Mistissini labour force with less than a post-secondary educational level is high and is also higher than that of the Cree labour force with the none (no formal education) and the less than grade 9 showing slightly higher percentages. The percentage with a post-secondary educational level (with or without a certificate, diploma or degree) and/or (with a certificate, diploma or degree) are both low and are lower than that of the Cree labour force with the other non-university education without degree with certificate or diploma showing a slightly higher percentage. The percentage of the Cree labour force with less than a post-secondary educational level is high but is lower than the Mistissini labour force with the grade 9 without a secondary graduation certificate and the grade 9 with a secondary graduation certificate showing slightly higher percentages. The percentage with a post-secondary educational level (with or without a certificate, diploma or degree) and/or (with a certificate, diploma or degree) are both low but are higher than that of the Mistissini labour force with the trades certificate or diploma, the other non-university education without certificate or diploma and the other non-university education with certificate or diploma showing slightly higher percentages.

It is important to note that the educational achievement levels normally reported include individuals that are still in school and this tends to skew the educational achievement levels. This is clearly evident in the two educational achievement level classifications: the less than grade 9 and the grade 9 and over without a secondary graduation certificate. Before any adjustments were made for the “*not attending school*,” these two classifications account for approximately 66.1% of the Mistissini labour force (61.6% of the Cree labour force). After the adjustments were made, these two classifications account for approximately 63.9% of the Mistissini labour force (59.7% of the Cree labour force). The unadjusted data on the educational achievement levels of the Mistissini and the Cree labour force is provided in Appendix C: Cree Labour Force by Community, Education: School Attendance; Educational Achievement Levels and Major Fields of Study.

With respect to the trades certificate or diploma classification: trades certificate or diploma are considered as “*post-secondary qualifications*” in the educational achievement level analysis, even though completion of secondary school may not have been a prerequisite for *some* trade apprenticeships programs.

#### 4.4 Mistissini Labour Force: Major Fields of Study

Individuals, 15-64 years of age, with post-secondary qualifications, were asked to specify their major field of study at the highest level of university or any other non-university completed. This allowed for the identification of the major fields of study so that they could be classified according to the eleven standard major fields of study classifications. Table 4.4.1 shows the major fields of study of the Mistissini and the Cree labour force with post-secondary qualifications that were *not attending school*.

**Table 4.4.1**  
**Mistissini and Cree Labour Force: Major Fields of Study (2008 CLMS)**

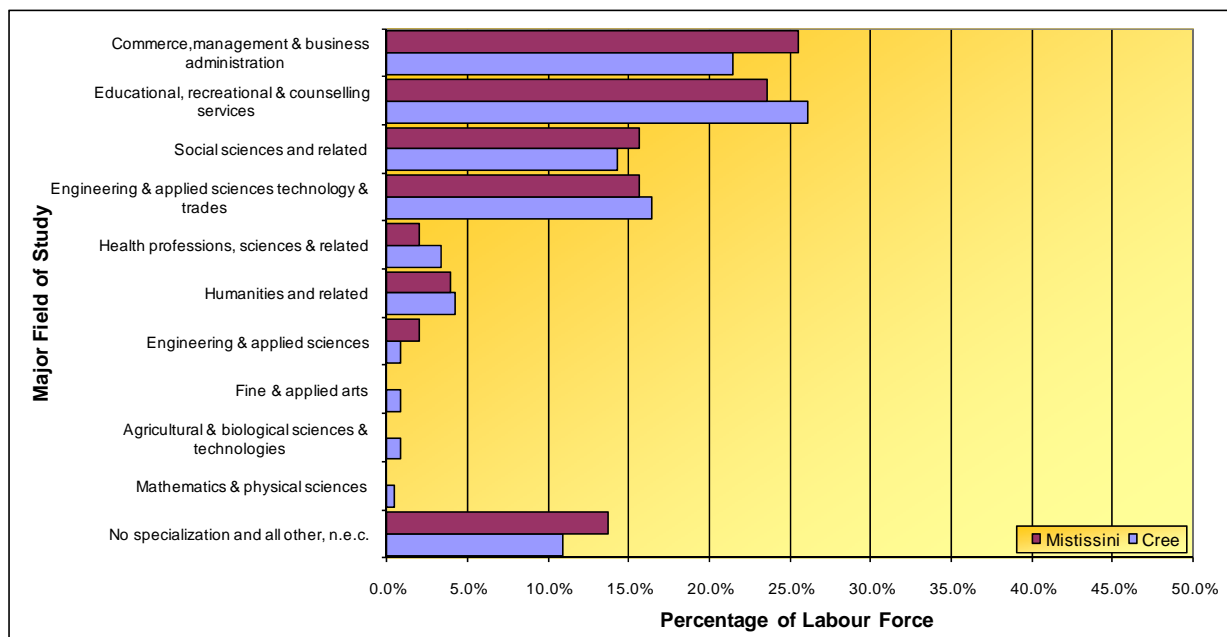
Labour Force (15-64 years of age)	Mistissini	Cree
<b>Major Field of Study</b>		
Educational, recreational & counselling services	23.5%	26.1%
Fine & applied arts	0.0%	0.8%
Humanities and related fields	3.9%	4.2%
Social sciences and related fields	15.7%	14.3%
Commerce, management & business administration	25.5%	21.4%
Agricultural & biological sciences & technologies	0.0%	0.8%
Engineering & applied sciences	2.0%	0.8%
Engineering & applied sciences technology & trades	15.7%	16.4%
Health professions, sciences & related fields	2.0%	3.4%
Mathematics & physical sciences	0.0%	0.4%
No specialization and all other, n.e.c.	13.7%	10.9%

The percentage of the Mistissini labour force with post-secondary qualifications (with a certificate, diploma or degree) is low and is lower than that of the Cree labour force; 15.6% possess post-secondary qualifications and four major fields of study account for 80.4% of the labour force with a post-secondary educational qualifications; 25.5% showed a strong interest in the commerce, management and business administration fields, 23.5% showed a strong interest

in the educational, recreational and counseling services fields, 15.7% showed a strong interest in the social sciences and related fields and 15.7% showed a strong interest in engineering and applied sciences technology and trades fields of study. The percentage of the Cree labour force, with post-secondary qualifications (with a certificate, diploma or degree) is low but is higher than that of the Mistissini labour force; 15.9% possess post-secondary qualifications and the same four major fields of study account for 78.2% of the labour force with a post-secondary educational qualifications; 21.4% showed a strong interest in the commerce, management and business administration fields, 26.1% showed a strong interest in the educational, recreational and counseling services fields, 14.3% showed a strong interest in the social sciences and related fields and 16.4% showed a strong interest in the engineering and applied sciences, technology and trades fields of study.

Figure 4.4.1 shows the major fields of study of the Mistissini and the Cree labour force with post-secondary qualifications that were *not attending school*, graphically.

**Figure 4.4.1**  
**Mistissini and Cree Labour Force: Major Fields of Study (2008 CLMS)**



Overall, there is very little variation in the major fields of study of the Mistissini and the Cree labour force with post-secondary qualifications. A higher percentage of the Mistissini labour force with post-secondary qualifications possess post-secondary qualifications in two of the four major fields of study; the commerce, management and business administration fields and the social sciences and related fields of study; and a higher percentage of the Cree labour force with post-secondary qualifications possess post-secondary qualifications in two of the four major fields of study; the educational, recreational and counseling services fields and the engineering and applied sciences, technology and trades fields of study.



## 5.0 Mistissini Labour Force: Labour Market Activity

### 5.1 Introduction

This section provides an analysis of the labour market activity of the Mistissini labour force; the participation, the unemployment rates, the employment to population ratios, the industry and occupation classifications (broad groups) and the employment status in comparison with the Cree labour force.

The employment and the employment history sections of the CLMS asked individuals, 15-64 years of age, to provide information on their labour market status (employed/unemployed) and on their current/previous employment (occupation and employment status, etc.).

### 5.2 Mistissini Labour Force: Participation and Unemployment Rates and Employment to Population Ratios

Individuals, 15-64 years of age, were asked to indicate their labour market status and, if unemployed, to indicate whether or not they were actively seeking employment at the time of, or during the 4-week period prior to the CLMS (March 2, 2008 to March 29, 2008). This allowed for the participation and unemployment rates and the employment to population ratios, three of the most widely used indicators of the labour market activity to be determined. The participation rate refers to the labour force who, at the time of the CLMS, were actively seeking employment as a percentage of the total labour force, 15-64 years of age; the unemployment rate refers to the total labour force who, at the time of the CLMS, were unemployed but were actively seeking employment as a percentage of the total labour force, 15-64 years of age; and the employment to population ratio refers to the labour force who, at the time of the CLMS, were employed as a percentage of the total population, 15-64 years of age. Table 5.2.1 shows the 2008 labour force participation and unemployment rates and the employment to population ratios of the Mistissini and the Cree labour force.

**Table 5.2.1**  
**Mistissini and Cree Labour Force:**  
**Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)**

Labour Force (15-64 years of age) Participation, Unemployment Rates and Employment to Population Ratios	Mistissini	Cree
<b>Participation rate</b>	<b>77.6%</b>	<b>81.4%</b>
Male	80.6%	85.3%
Female	74.4%	77.4%
<b>Unemployment rate</b>	<b>23.0%</b>	<b>22.8%</b>
Male	24.7%	27.0%
Female	21.2%	18.1%
<b>Employment to population ratio</b>	<b>59.8%</b>	<b>62.8%</b>
Male	60.7%	62.3%
Female	58.6%	63.4%

In 2008, the Mistissini and the Cree labour markets were characterized by high participation and unemployment rates and low employment to population ratios.

The participation rate for the Mistissini labour force stood at 77.6% (80.6% for the males and 74.4% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 43.5% (43.6% for the males and 43.4% for the females). The participation rates by gender show that the male participation rates to be consistently higher than those of the females across all of the major age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 43.6%. The female participation rates were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower participation rates of 74.4% and 43.4%, respectively. The participation rate for the Cree labour force stood at 81.4% (85.3% for the males and 77.4% for the females) was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 56.8% (46.6% for the males and 55.4% for the females). The participation rates by gender show that the male participation rates were consistently higher than those of the females across all of the major age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 46.6%. The female participation rate were also high across all of the major age groups with the 15-64 and the 15-24 years of age groups showing lower participation rates of 77.4% and 55.4%, respectively.

The Mistissini labour force participation rate was lower than the participation rate for the Cree labour force and was higher across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 43.5% (43.6% for the males and 43.4% for the females) and the 45-64 years of age group showing a higher participation rate of 94.4% (95.5% for the males and 93.3% for the females). The participation rates by gender show that the male participation rates were lower across all of the major age groups with the 15-24 years of age group showing a lower participate rate of 43.6% and the female participation rate were also lower across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 43.4% and the 45-64 years of age group showing a higher participation rate of 93.3%.

The unemployment rate for the Mistissini labour force stood at 23.0% (24.7% for the males and 21.2% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 55.3% (58.3% for the males and 52.2% for the females) and the 45-64 years of age group showing a lower unemployment of 16.7% (19.0% for the males and 14.3% for the females). The unemployment rates by gender show that the male unemployment rates were consistently higher than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-64 and 15-24 years of age groups showing higher unemployment rates of 24.7% and 58.3%, respectively. The female unemployment rates were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing higher unemployment rates of 21.2% and 52.2%, respectively. The unemployment rate for the Cree labour force stood at 22.8% (27.0% for the males and 18.1% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 41.9% (46.6% for the males and 36.7% for the females) and the 45-64 years of age group showing a lower

unemployment rate of 14.6% (19.4% for the males and 9.6% for the females). The unemployment rates by gender show that the male unemployment rates were consistently higher than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 46.6% and the 45-64 years of age group showing a lower unemployment rate of 19.4%. The female unemployment rates were also high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 36.7% and the 45-64 years of age group showing a lower unemployment rate of 9.6%.

The Mistissini labour force unemployment rate was slightly higher than the unemployment rate for the Cree labour force and was higher across all of the major age groups with the 25-44 and 25-64 years of age groups showing lower unemployment rates of 17.4% (18.5% for the males and 15.3% for the females) and 17.2% (18.7% for the males and 15.7% for the females), respectively. The unemployment rates by gender show that the male unemployment rates were lower across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 58.3% and the female unemployment rates were higher across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 52.2%.

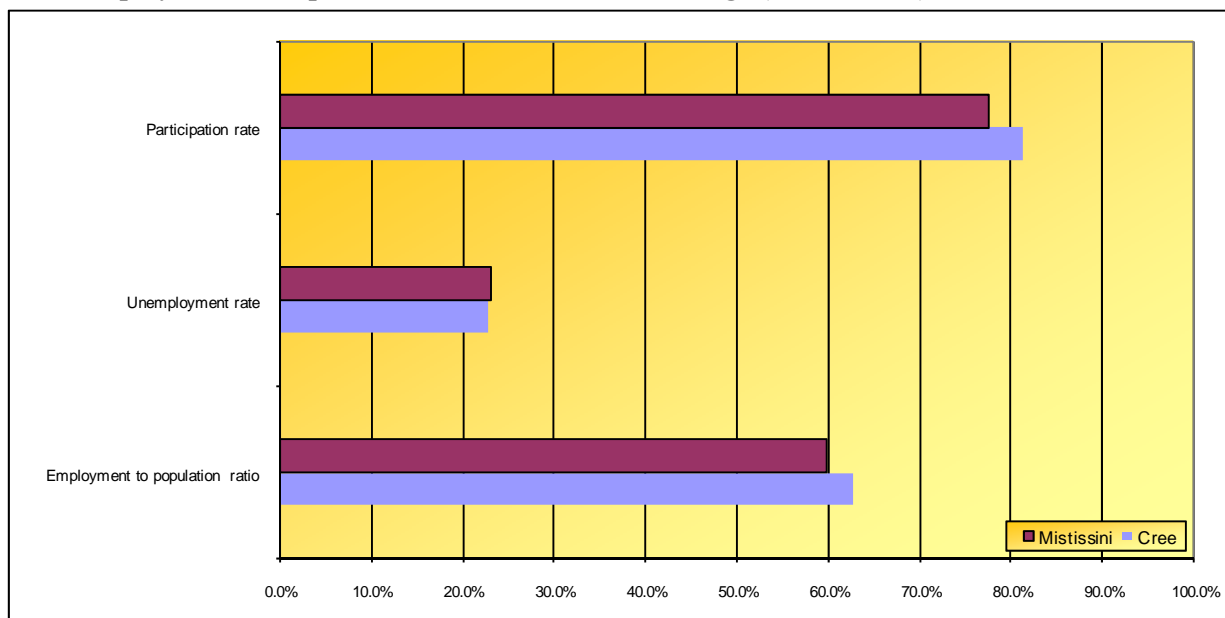
The employment to population ratio for the Mistissini labour force stood at 59.8% (60.7% for the males and 58.6% for the females) and was low across all of the major age groups with the 15-64 and 15-24 years of age groups showing a lower employment to population ratios of 59.8% (60.7% for the males and 58.6% for the females) and 20.4% (20.0% for the males and 20.8% for the females), respectively. The employment to population ratios by gender show that the male employment to population ratios were consistently higher than those of the females across all of the major age groups with the 15-24 years of age showing a lower employment to population ratio of 20.0% (20.8% for the females). The male employment to population ratios were high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 60.7% and 20.0%, respectively. The female employment to population ratios were low across all of the major age groups with the 15-24 years of age group showing a lower employment to population rate of 20.8% and the 25-64 and 45-64 years of age groups showing a higher employment to population ratios of 72.0% and 80.0%, respectively. The employment to population ratio for the Cree labour force stood at 62.8% (62.3% for the males and 63.4% for the females) and was low across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment ratios of 62.8% (62.3% for the males and 63.4% for the females) and 33.2% (32.3% for the males and 35.1% for the females), respectively, and the 45-64 years of age group showing a higher employment to population of 78.6% (76.9% for the males and 80.3% for the females). The employment to population ratios by gender show that the male employment to population ratios were consistently lower than those of the females across all of the major age groups with the 25-44 years of age group showing a higher employment to population ratio of 73.4% (72.1% for the females). The male employment to population ratios were high with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 62.3% and 32.3%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 76.9%. The female employment to population ratios were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment population ratios of 63.4% and

35.1%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 80.3%.

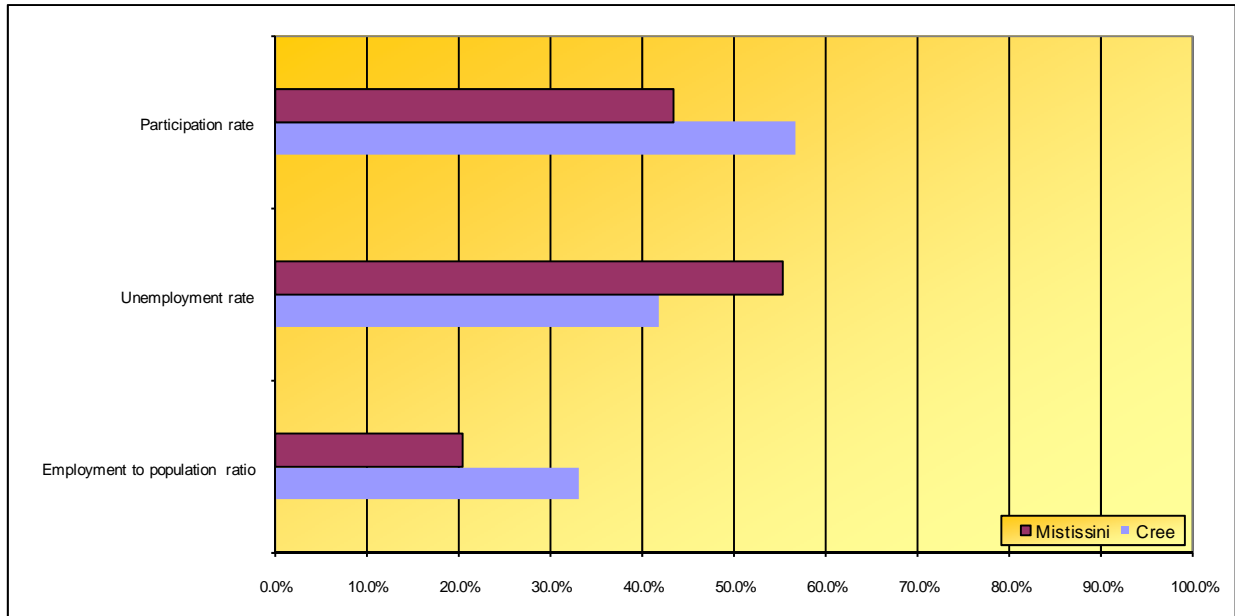
The Mistissini labour force employment to population ratio was lower than the employment to population ratio for the Cree labour force and was lower across all of the major age groups with the 15-24 years of age group showing a lower employment to population of 20.4% (20.0% for the males and 20.8% for the females) and the 25-44 and 25-64 years of age groups showing slightly higher employment to population ratios of 73.1% (77.3% for the males and 68.6% for the females) and 74.5% (77.9% for the males and 72.0% for the females), respectively. The employment to population ratios by gender show that the male employment to population ratios were higher across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 60.7% and 20.0%, respectively, and the female employment to population ratios were lower across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 20.8%.

Figure 5.2.1 shows the participation and unemployment rates and the employment to population ratios of the Mistissini and the Cree, 15-64 years of age groups, Figure 5.2.2 shows the participation and unemployment rates and the employment to population ratios of the Mistissini and the Cree, 15-24 years of age groups and Figure 5.2.3 shows the participation and unemployment rates and the employment to population ratios of the Mistissini and the Cree, 25-64 years of age groups, graphically.

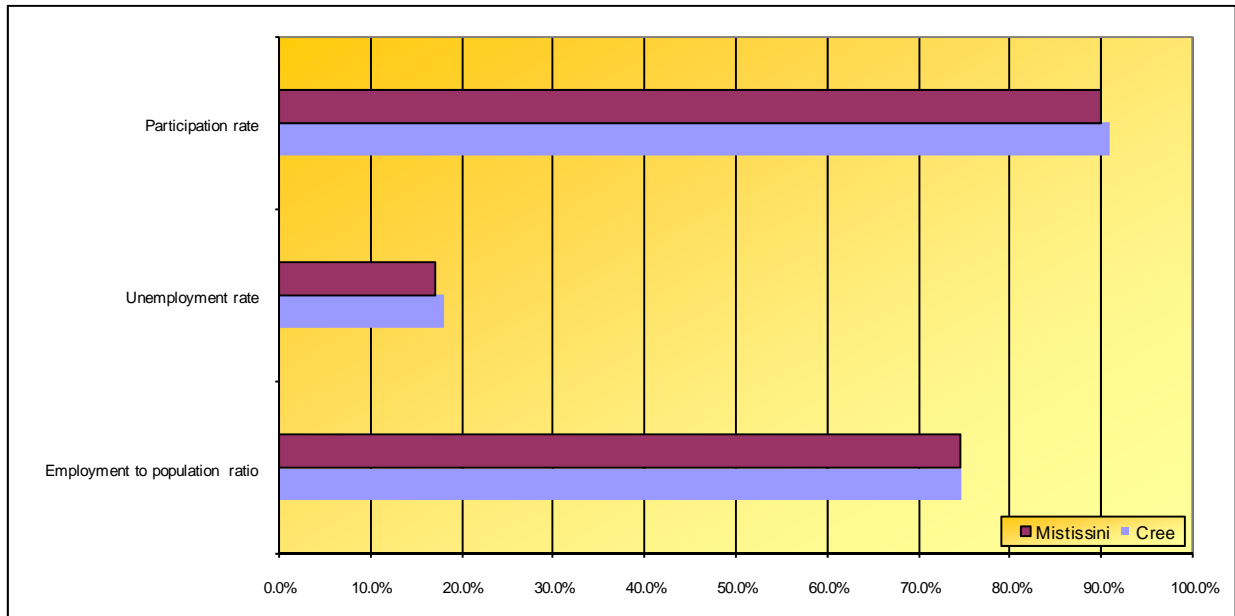
**Figure 5.2.1**  
**Mistissini and Cree Labour Force: Participation and Unemployment Rates**  
**and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)**



**Figure 5.2.2**  
**Mistissini and Cree Labour Force: Participation and Unemployment Rates**  
**and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)**



**Figure 5.2.3**  
**Mistissini and Cree Labour Force: Participation and Unemployment Rates**  
**and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)**



Overall, the Mistissini labour force participation and unemployment rates were high across all of the major age groups and the employment to population ratios were low across all of the major age groups with the 15-24 years of age group showing a lower participation rate and a higher unemployment rate and the 15-64 and 15-24 years of age groups showing lower employment to population ratios.

The high participation and unemployment rates that characterized the Mistissini labour market indicate that the Mistissini labour market has only been able to absorb a low percentage of the existing labour force and the low employment to population ratio indicates that the Mistissini labour market has only been able to utilize a low percentage of the existing labour force pool. The data clearly shows that there were a high number of individuals entering the Mistissini labour market that were not being equally offset by the number of individuals leaving the Mistissini labour market. There were more young individuals entering the Mistissini labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.2 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated to be approximately 2.1% per year, is not likely improve the performance of, and could pose a seriously strain on the labour force absorption capacity of the Mistissini labour market. This phenomenon, given the relatively young population and the high population growth rate, can be expected to continue throughout the coming decade(s).

The Cree labour force participation and unemployment rates were high across all the major age groups and the employment to population ratios were low across all of the major age groups with the 15-24 years of age group showing a lower participation rate, a higher unemployment rate and the 15-64 and 15-24 years of age groups showing lower employment to population ratios.

The high participation and unemployment rates that characterized the Cree labour market indicate that the Cree labour market has only been able to absorb a small percentage of its existing labour force and the low employment to population ratio indicates that the Cree labour market has only been able to utilize a low percentage of its existing labour force pool. The data clearly shows that there were a high number of individuals entering the Cree labour market that were not being equally offset by the number of individuals leaving the Cree labour market. There were more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated at approximately 2.4% per year, is not likely improve the performance of, and could pose a seriously strain on the labour force absorption capacity of the Cree labour market. This phenomenon, given the relatively young Cree population and the high population growth rate, can be expected to continue throughout the coming decade(s).

### 5.3 Mistissini Labour Force: Industry Classification

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the identification of the industry where the individual found employment so that it could be classified according to the three main industry sectors as well as to the twenty-one industry classifications of the 2001 North American Industry Classification System (NAICS).

The three main industry sectors are; the primary industries, which includes agriculture, forestry, mining, hunting and fishing and other resource based industries; the secondary industries, which includes manufacturing, construction, transportation and storage and communication industries; and the tertiary industries, which includes wholesale and retail trades, finance, insurance, real estate, business services, government, accommodation, food, and beverage and other service industries. Table 5.3.1 shows the main industry sectors where the Mistissini and the Cree employed labour force found employment.

**Table 5.3.1  
Mistissini and Cree Labour Force: Industry Sector (2008 CLMS)**

Labour Force (15-64 years of age) Industry	Mistissini	Cree
Primary	24.0%	23.8%
Secondary	12.9%	10.3%
Tertiary	63.1%	65.9%

The secondary and tertiary industries account for 76.0% of all the jobs for the Mistissini employed labour force; 24.0% found employment in the primary industry, 12.9% in the secondary industry and 63.1% in the tertiary industry. Alternatively, for every 100 jobs created; 63 were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 13 were created in the secondary industry by the construction and transportation related activities, and 24 were created in the primary industry by forestry, fishing and hunting and mining activities. The secondary and tertiary industry account for 89.7% of all the jobs for the Cree employed labour force; 23.8% found employment in the primary industry, 10.3% in the secondary industry and 65.9% in the tertiary industry. Alternatively, for every 100 jobs created; approximately 66 jobs were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 10 jobs were created in the secondary industry by the construction and transportation related activities and 24 jobs were created in the primary industry by the agriculture, forestry, fishing and hunting and mining activities. The data takes hunting and trapping into account since this activity was practiced by approximately 21.8% of the Mistissini employed labour force (22.0% of the Cree employed labour force). Table 5.3.2 shows the main industry classifications where the Mistissini and the Cree employed labour force found employment.

**Table 5.3.2**  
**Mistissini and Cree Labour Force: Industry Classification (2008 CLMS)**

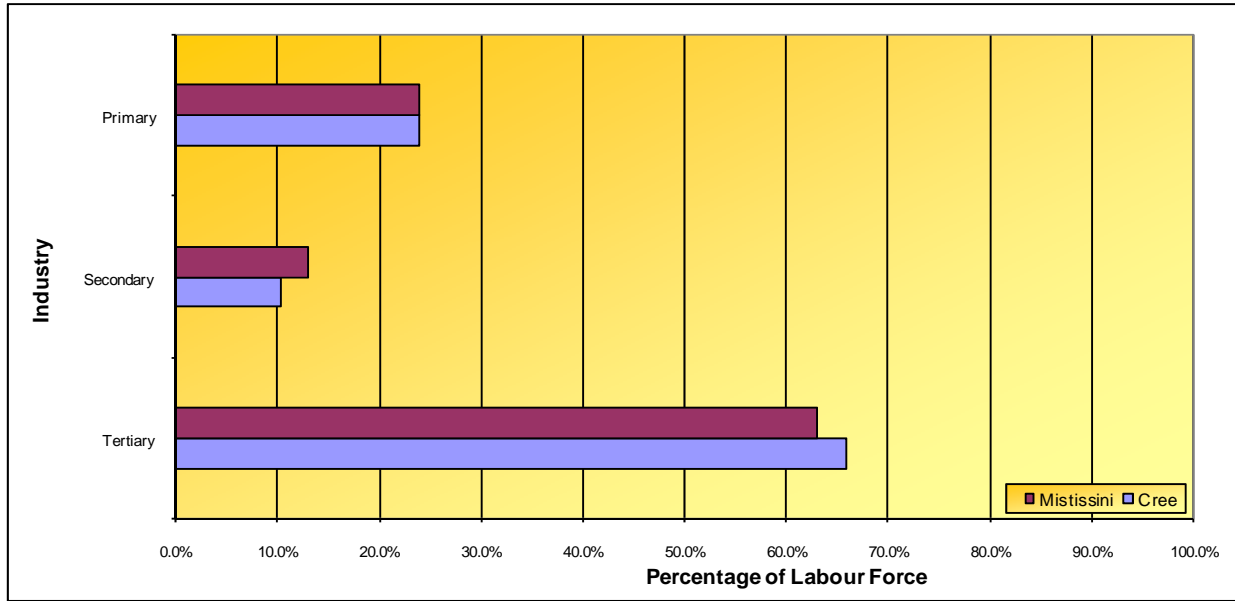
Labour Force (15-64 years of age) Industry	Mistissini	Cree
Agriculture, forestry, fishing and hunting	21.8%	22.0%
Mining and oil and gas extraction	0.8%	0.4%
Manufacturing	0.0%	0.0%
Construction industries	12.2%	8.7%
Transportation and storage industries	0.0%	0.9%
Communications and other utility industries	0.0%	0.1%
Wholesale and retail trade industries	5.9%	4.7%
Information and cultural industries	0.0%	0.4%
Finance, insurance, real estate industries	1.3%	1.0%
Professional, scientific and technical services	0.0%	0.1%
Management of companies and enterprises	0.0%	1.9%
Business and services industries	0.0%	0.0%
Administrative and support, waste management and remedial services	0.0%	0.0%
Government services industries	0.0%	0.0%
Educational services industries	15.1%	15.8%
Health and social services industries	13.9%	11.7%
Arts, entertainment and recreation	0.0%	1.3%
Accommodation, food and beverage industries	3.8%	3.3%
Other service industries (except public administration)	0.4%	0.4%
Public administration	19.3%	21.2%
Industry not elsewhere classified	5.0%	6.3%

Six major industry classifications account for 88.2% of the Mistissini employed labour force; 21.8% found employment in the agriculture forestry, fishing and hunting, 19.3% found employment in the public administration, 15.1% found employment in the educational services, 13.9% found employment in the health and social services, 12.2% found employment in the construction and 5.9% found employment in the wholesale and retail trade industries. The same six major industry classifications account for 84.1% of the Cree employed labour force; 22.0% found employment in the agriculture, forestry, fishing and hunting, 21.2% found employment in the public administration, 15.8% found employment in the educational services, 11.7% found employment in the health and social services, 8.7% found employment in the construction and 4.7% found employment in the wholesale and retail trade industries.

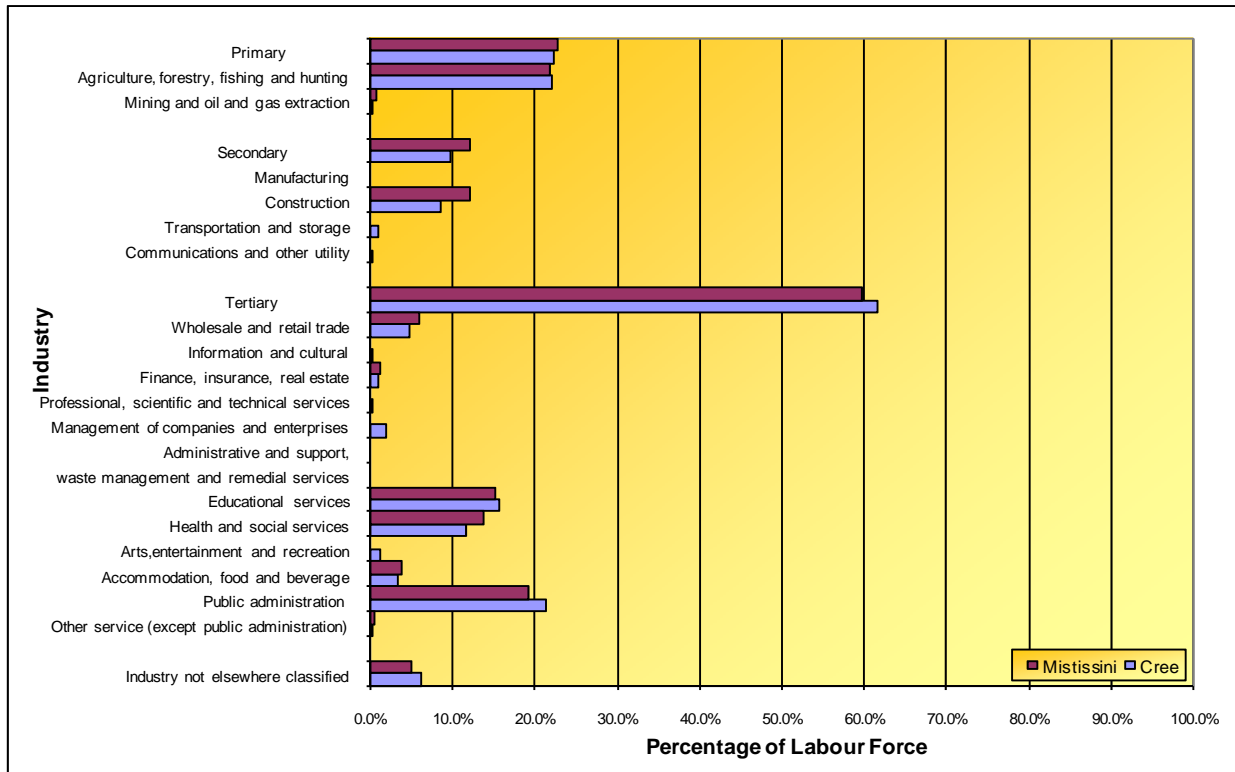
Figure 5.3.1 shows the main industry sectors where the Mistissini and the Cree employed labour force found employment and Figure 5.3.2 shows the main industry classifications where the Mistissini and the Cree employed labour force found employment, graphically.



**Figure 5.3.1**  
**Mistissini and Cree Labour Force: Industry Sector (2008 CLMS)**



**Figure 5.3.2**  
**Mistissini and Cree Labour Force: Industry Classification (2008 CLMS)**



Overall, the data shows very little variation in the industry distribution of the Mistissini and Cree employed labour force. A higher percentage of the Mistissini employed labour force found employment in three of the six major industry classifications; the construction, the wholesale and retail trade and the health and the social services industries; and a higher percentage of the Cree employed labour force found employment in three of the six major industry classifications; the agriculture, forestry, fishing and hunting, the public administration and the educational services industries. The data does clearly show a prevalent imbalance in the industry distribution, where the majority find employment in the tertiary industries and very few find employment in the primary and secondary industries.

#### 5.4 Mistissini Labour Force: Occupation Classification

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the occupation of the individual to be identified so that it could be classified according to the eleven standardized 2001 National Occupational Classification Codes (NOC). Table 5.4.1 shows the main occupation classification of the Mistissini and the Cree employed labour force.

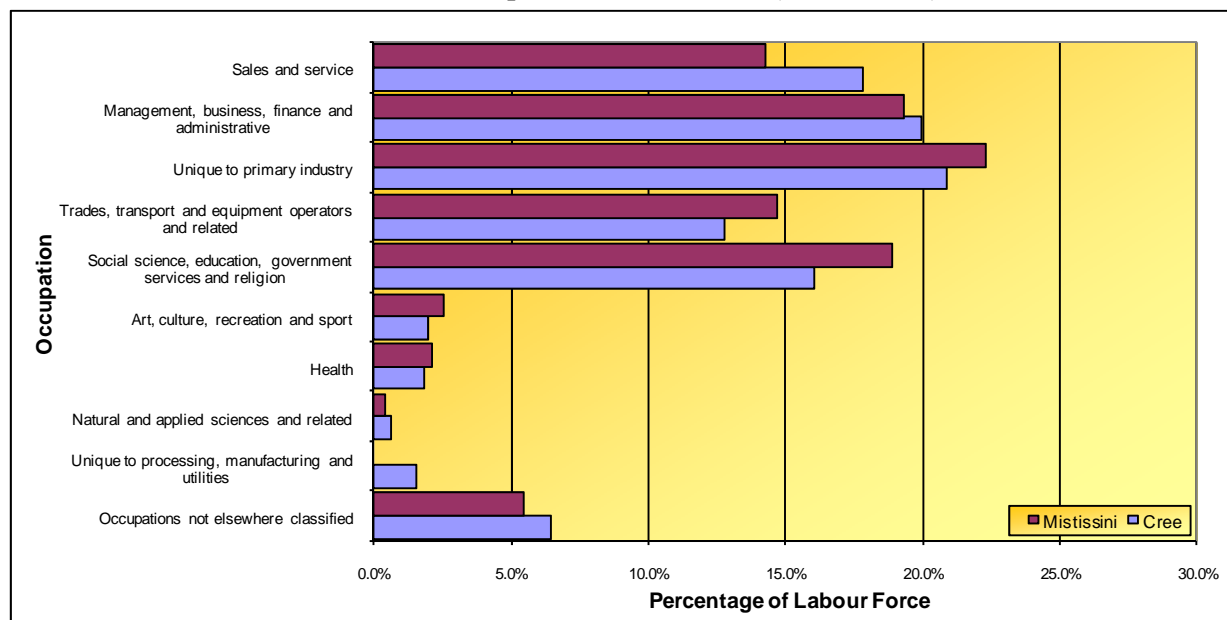
**Table 5.4.1  
Mistissini and Cree Labour Force: Occupation Classification (2008 CLMS)**

Labour Force (15-64 years of age) Occupation	Mistissini	Cree
Management, business, finance and administrative occupations	19.3%	19.9%
Natural and applied sciences and related occupations	0.4%	0.6%
Health occupations	2.1%	1.8%
Occupations in social science, education, government services and religion	18.9%	16.0%
Art, culture, recreation and sport occupations	2.5%	2.0%
Sales and service occupations	14.3%	17.9%
Trades, transport and equipment operators and related occupations	14.7%	12.8%
Occupations unique to primary industry	22.3%	20.9%
Occupations unique to processing manufacturing and utilities	0.0%	1.5%
Occupations not elsewhere classified	5.5%	6.5%

Five of the largest occupational groups account for 89.5% of the Mistissini employed labour force; 22.3% found employment in the primary, 19.3% found employment in the management, business, finance and administrative, 18.9% found employment in the social science, education, government services and religion, 14.3% found employment in the sales and services and 14.7% found employment in the trades, transport and equipment operators and related occupations. The same five of the largest occupational groups account for 87.5% of the Cree employed labour force: 20.9% found employment in the primary, 19.9% found employment in the management, business, finance and administrative, 16.0% found employment in the social science, education, government services and religion, 17.9% the sales and services and 12.8% found employment in the trades, transport and equipment operators and related occupations.

Figure 5.4.1 shows the main occupation classifications of the Mistissini and the Cree employed labour force, graphically.

**Figure 5.4.1**  
**Mistissini and Cree Labour Force: Occupation Classification (2008 CLMS)**



Overall, the data shows very little variation in the occupation distribution of the Mistissini and the Cree employed labour force. A higher percentage of the Mistissini employed labour force found employment in three of the five largest occupational groups; the primary, the social science, education, government services and religion and the trades transport and equipment operators and related occupations; and a higher percentage of the Cree employed labour force found employment in two of the five largest occupational groups; the management, business, finance and administrative and the sales and services occupations.

### 5.5 Mistissini Labour Force: Employment Status

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the employment status of the individual to be determined so that it could be classified according to the standard employment status classifications. Table 5.5.1 shows the employment status of the Mistissini and the Cree employed labour force.

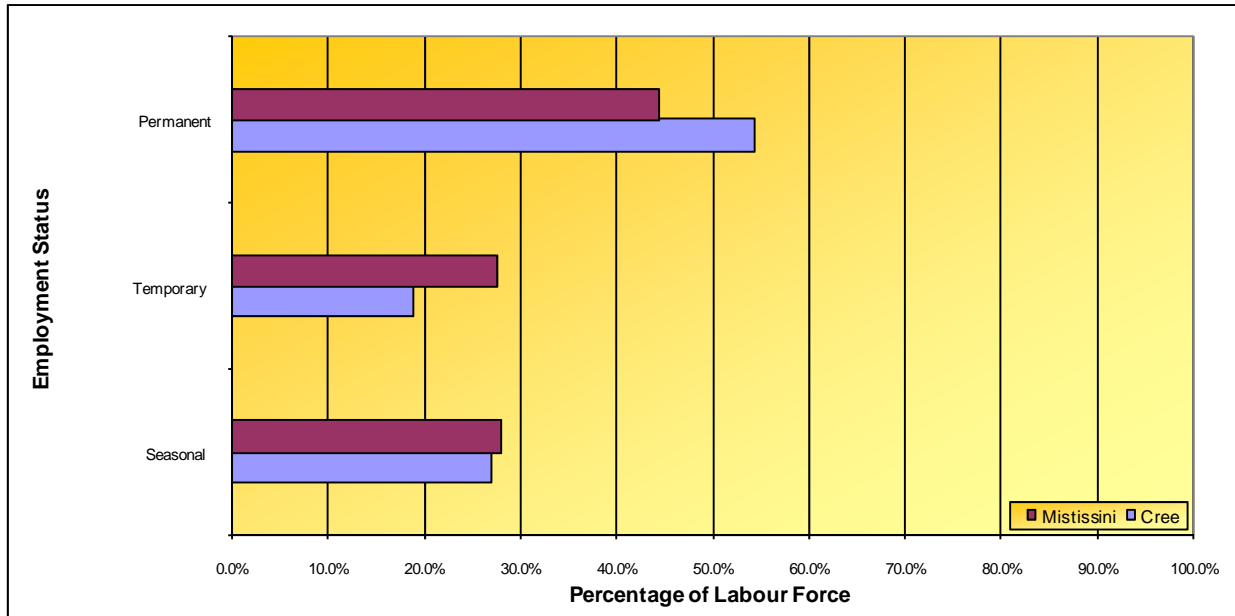
**Table 5.5.1  
Mistissini and Cree Labour Force: Employment Status (2008 CLMS)**

Labour Force (15-64 years of age) Employment Status	Mistissini	Cree
<b>Permanent</b>	<b>44.4%</b>	<b>54.2%</b>
Full-time	99.0%	93.4%
Part-time	1.0%	6.6%
<b>Temporary</b>	<b>27.6%</b>	<b>18.8%</b>
Full-time	90.3%	83.6%
Part-time	9.7%	16.4%
<b>Seasonal</b>	<b>28.0%</b>	<b>27.0%</b>
Full-time	100.0%	99.3%
Part-time	0.0%	0.7%

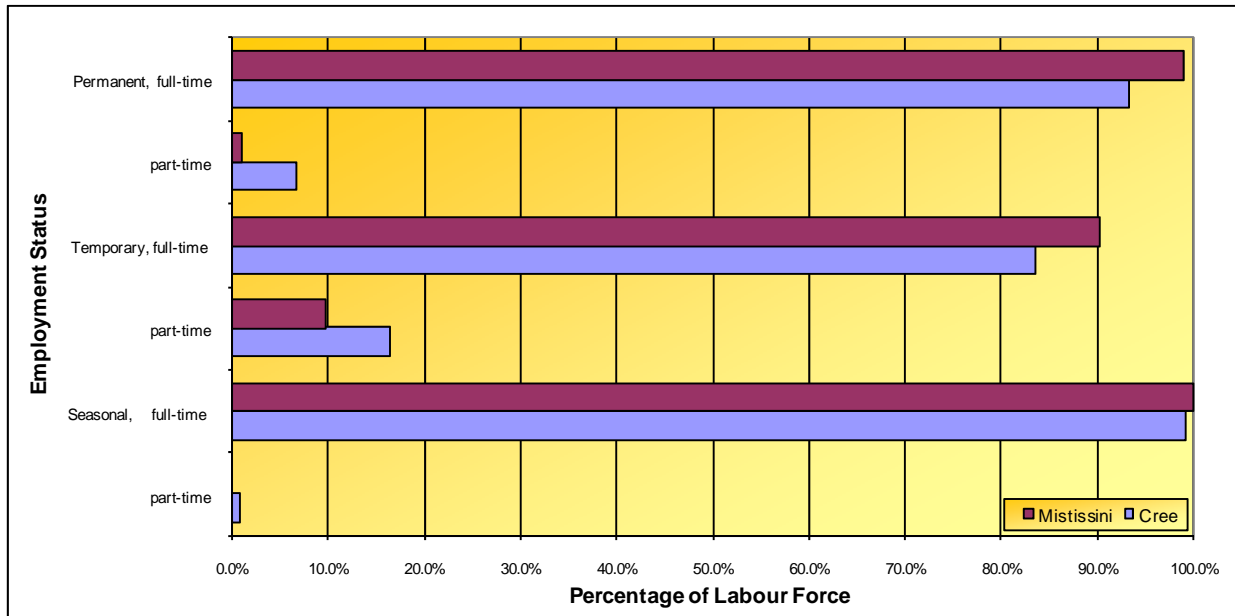
The majority of all positions reported by the Mistissini employed labour force were permanent and full-time positions; 44.4% were employed on a permanent basis (99.0% full-time and 1.0% part-time), 27.6% on a temporary basis (90.3% full-time and 9.7% part-time) and 28.0% on a seasonal basis (100.0% full-time and 0.0% part-time). The majority of all positions reported by the Cree employed labour force were also permanent and full-time positions; 54.2% were employed on a permanent basis (93.4% full-time and 6.6% part-time), 18.8% on a temporary basis (83.6% full-time and 16.4% part-time) and 27.0% on a seasonal basis (99.3% full-time and 0.7% part-time).

Figure 5.5.1 shows the permanent, temporary, and seasonal employment status of the Mistissini and the Cree employed labour force and Figure 5.5.2 show the permanent, temporary, seasonal, full-time and part-time employment status of the Mistissini and the Cree employed labour force, graphically.

**Figure 5.5.1**  
**Mistissini and Cree Labour Force:**  
**Permanent, Temporary and Seasonal Employment Status (2008 CLMS)**



**Figure 5.5.2**  
**Mistissini and Cree Labour Force:**  
**Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)**



Overall, the majority of all positions reported by the Mistissini employed labour force were permanent and full-time positions, 44.4% were permanent positions and 96.9% of all the positions reported, regardless of their permanent, temporary and seasonal status, were full-time positions (3.1% were part-time positions); and the majority of all positions reported by the Cree employed labour force were also permanent and full-time positions, 54.2% were permanent positions and 93.1% of all the positions reported, regardless of their permanent, temporary and seasonal status were full-time positions (6.9% were part-time positions).

Part II - Community Level Perspective

D - Cree Nation of Nemaska



Statistical Profile

from the

2008

Cree Labour Market Survey

## **Part II – Community Level Perspective**

### **D – Cree Nation of Nemaska**

#### **TABLE OF CONTENTS**

	Page
Table of Contents	i
List of Tables	ii
List of Figures	iii
Executive Summary	v
<b>1.0 Nemaska Labour Force Dynamics</b>	<b>1</b>
1.1 Introduction	1
1.2 Nemaska Labour Force	1
<b>2.0 Nemaska Labour Force: Potential Size</b>	<b>5</b>
2.1 Introduction	5
2.2 Potential Size	5
2.3 Estimated New Job Requirements	6
<b>3.0 Nemaska Labour Force: Language Proficiency Levels</b>	<b>8</b>
3.1 Introduction	8
3.2 Language Proficiency Levels	8
<b>4.0 Nemaska Labour Force: School Attendance, Educational Achievement Levels and Major Fields of Study</b>	<b>12</b>
4.1 Introduction	12
4.2 School Attendance	12
4.3 Educational Achievement Levels	13
4.4 Major Fields of Study	16
<b>5.0 Nemaska Labour Force: Labour Market Activity</b>	<b>18</b>
5.1 Introduction	18
5.2 Participation and Unemployment Rates and Employment to Population Ratios	18
5.3 Industry Classification	24
5.4 Occupation Classification	27
5.5 Employment Status	28



**LIST OF TABLES**

	Page
Table 2.2.1 Nemaska and Cree Labour Force: Potential Size (2008 CLMS)	5
Table 2.3.1 Nemaska and Cree Labour Force: Estimated New Job Requirements (2008 CLMS)	6
Table 3.2.1 Nemaska and Cree Labour Force: Language Proficiency Levels (2008 CLMS)	8
Table 4.2.1 Nemaska and Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)	12
Table 4.3.1 Nemaska and Cree Labour Force: Educational Achievement Levels (2008 CLMS)	14
Table 4.4.1 Nemaska and Cree Labour Force: Major Fields of Study (2008 CLMS)	16
Table 5.2.1 Nemaska and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)	18
Table 5.3.1 Nemaska and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	24
Table 5.3.2 Nemaska and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	25
Table 5.4.1 Nemaska and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	27
Table 5.5.1 Nemaska and Cree Labour Force: Employment Status (2008 CLMS)	29

## LIST OF FIGURES

	Page
Figure 1.2.1 Cree Labour Force by Community (2008 CLMS)	1
Figure 1.2.2 Nemaska and Cree Labour Force: Age Structure (2008 CLMS)	2
Figure 1.2.3 Cree Labour Force: Age/Gender (2008 CLMS)	2
Figure 1.2.4 Nemaska Labour Force: Age/Gender (2008 CLMS)	3
Figure 3.2.1 Nemaska Labour Force: Language Proficiency Levels (2008 CLMS)	10
Figure 3.2.2 Cree Labour Force: Language Proficiency Levels (2008 CLMS)	10
Figure 4.2.1 Nemaska and Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)	13
Figure 4.3.1 Nemaska and Cree Labour Force: Educational Achievement Levels (2008 CLMS)	15
Figure 4.4.1 Nemaska and Cree Labour Force: Major Fields of Study (2008 CLMS)	17
Figure 5.2.1 Nemaska and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)	21
Figure 5.2.2 Nemaska and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)	22
Figure 5.2.3 Nemaska and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)	22
Figure 5.3.1 Nemaska and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	26
Figure 5.3.2 Nemaska and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	26
Figure 5.4.1 Nemaska and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	28
Figure 5.5.1 Nemaska and Cree Labour Force: Permanent, Temporary, and Seasonal Employment Status (2008 CLMS)	30

**LIST OF FIGURES Cont'd**

	Page
Figure 5.5.2 Nemaska and Cree Labour Force: Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)	30

## **Executive Summary**

### **Labour Force Dynamics: Nemaska Labour Force, Potential Size and Estimated New Job Requirements**

#### **Nemaska Labour Force**

As of March 31, 2008, the Nemaska labour force consisted of 425 individuals accounting for 4.6% of the Cree labour force and is expected to increase at a rate of approximately 2.1% per year, over the 2008-2013 period.

The Nemaska labour force is characterized by a youthful demographic structure, where:

- 25.9% is between 15-24 years of age;
- 51.8% is between 25-44 years of age; and
- 22.4 % is between 45-64 years of age.

This distribution is a direct result of the high population growth experienced over the past decade(s). In essence, the youthful demographic structure of the population has translated into a young and rapidly expanding labour force.

#### **Potential Size and Estimated New Job Requirements**

Projections on the potential size and new job requirements estimate that the Nemaska labour force:

- will increase to 405 by 2013, an 9.5% increase of approximately 1.9 % per year;
- will require the creation of approximately 95 new jobs (19 new jobs per year) to attain full employment levels by 2013; and
- will require the creation of approximately 30 new jobs (6 new jobs per year) to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period.

The high number of new job requirements to attain full employment levels or to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period are a direct result of the youthful demographic structure of the Nemaska population.

## **Language: Language Proficiency Levels**

### **Language Proficiency Levels**

The analysis of the language proficiency levels of the Nemaska labour force reveals that:

- 98.8% is able to speak in the Cree language, 98.8% in English language and 34.1% in the French language;
- 97.6% is able to speak in Cree and English languages, 34.1% in the Cree and French languages, 34.1% in the English and French languages, and 34.1% in the Cree, English and French languages; and
- 22.4% is able to write in the Cree language, 96.5% in the English language and 25.9% are able to write in the French language.

The Cree language is predominately the non-official language spoken, the English language is predominately the official language spoken and written then the French language spoken and written.

## **Education: School Attendance and Educational Achievement Levels and Major Fields of Study**

### **School Attendance**

The analysis of the school attendance of the Nemaska, 15-24 years of age group, for the 2007-2008 academic year, reveals that:

- 59.1% were not attending school; and
- 40.9% were attending school.

All or a majority of the individuals that indicated that they were attending school during the 2007-2008 academic year, were attending school on a full-time basis.

### **Educational Achievement Levels**

The analysis of the educational achievement levels of the Nemaska labour force that were not attending school reveals that:

- 1.4% possess none (no formal education);
- 50.1% possess a grade 9 without a secondary graduation certificate and less;
- 21.6% possess a grade 9 and over with a secondary graduation certificate;
- 29.7% possess a post-secondary educational level (with or without a certificate, diploma or degree); and

- 17.6% possess post-secondary qualifications (with a certificate, diploma or degree) above the high school level.

The percentage of the Nemaska labour force with a less than post-secondary educational level is high when compared with the percentage with a post-secondary educational level (with or without a certificate, diploma or degree).

### **Major Fields of Study**

The analysis of the post-secondary qualifications and major fields of study of the Nemaska labour force that were not attending school reveals that 17.6% possess post-secondary qualifications (with certificate, diploma or degree) above the high school level with strong interest in four of the eleven major field of study classifications:

- in the commerce, management and business administration fields;
- in the educational, recreational and counseling services fields;
- in the social sciences and related fields; and
- in the engineering and applied sciences technologies and trades fields of study.

There is very little variation in the distribution; these four major fields of study account for 84.7% of the Nemaska labour force with post-secondary qualifications.

### **Labour Market Activity:**

#### **Participation and Unemployment Rates and the Employment to Population Ratios, Industry, Occupation and Employment Status**

#### **Participation and Unemployment Rates and the Employment to Population Ratios**

The analysis of the Nemaska labour market reveals high participation and unemployment rates and a high employment to population ratio:

- the participation rate stood at 85.9% and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 59.1%;
- the unemployment rate stood at 16.4% and was high across all of the major age groups with the 15-24 years of age group showing higher unemployment rate of 23.1% and the 25-64 years of age group showing a lower unemployment rate of 10.5%; and
- the employment to population ratio stood at 71.8% and was high across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 45.5%.

The high participation and unemployment rates that characterized the Nemaska labour market indicate that the labour market has only been able to absorb small percentage of the existing labour force and the high employment to population ratio indicates that the Nemaska labour market has been able to utilize a high percentage of the existing labour force pool.

## **Industry**

The analysis of the industry to determine where the Nemaska employed labour force found employment reveals that the majority found employment in the tertiary industries, followed by the primary and then the secondary industries:

- 8.3% found employment in the primary;
- 6.3% found employment in the secondary; and
- 85.4% found employment in the tertiary industries.

More specifically, the majority found employment in six of the eleven major industry classifications:

- the public administration;
- the educational services;
- the health and social services;
- the agriculture, forestry, fishing and hunting;
- the construction; and
- the wholesale and retail trade industries.

There is very little variation in the distribution; these six industry classifications account for 65.6% of the Nemaska employed labour force. The data does reveal the prevalent imbalance in the distribution, where the majority of find employment in the tertiary industries and very few find employment in the primary and secondary industries.

## **Occupation**

The analysis of the occupation classifications to determine where the Nemaska employed labour force found employment reveals that the majority found employment in five of the eleven main occupational classifications:

- the management, business, finance and administrative;
- the social science, education, government services and religion;
- the sales and services occupations;
- the trades, transport and equipment operators and related; and
- the primary occupations.

There is very little variation in the distribution; these five main occupational classifications account for 68.9% of the Nemaska employed labour force.

## **Employment Status**

The analysis of the employment status reported by the Nemaska employed labour force reveals that:

- 72.3% were employed on a permanent basis;
- 14.9% were employed on a temporary basis; and
- 12.8% were employed on a seasonal basis;

The majority of all positions reported were permanent and full time positions; 72.3% were permanent positions and 89.4%, regardless of their permanent, temporary and seasonal status, were full-time positions and 10.6% were part-time positions.



## 1.0 Nemaska Labour Force Dynamics

### 1.1 Introduction

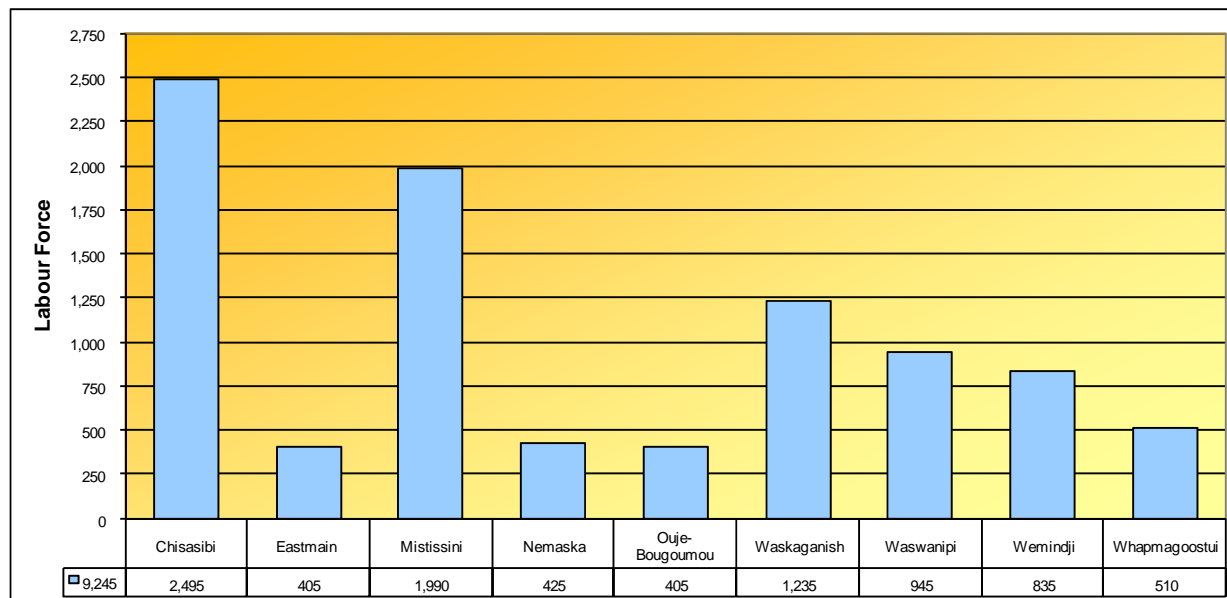
This section provides an analysis of the Nemaska labour force. It examines its size and age/gender distribution in comparison with the Cree labour force.

### 1.2 Nemaska Labour Force

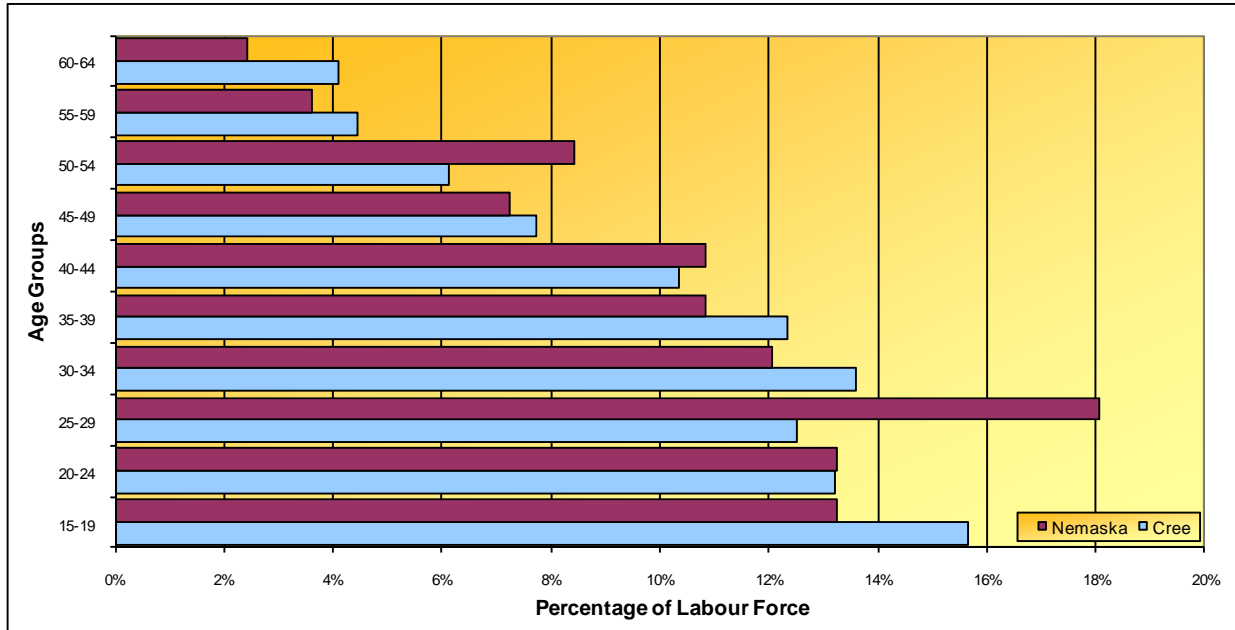
As of March 31, 2008, the Nemaska labour force consisted of 425 individuals accounting for 4.6% of the Cree labour force and, based on the basic analysis of emerging demographic trends, is expected to increase at a rate of approximately 2.1% per year over the 2008-2013 period, a growth rate that is lower than the expected growth rate for Cree labour force of approximately 2.6% per year.

Figure 1.2.1 shows the Nemaska labour force in comparison with the other Cree communities. Figure 1.2.2 shows the Nemaska and the Cree labour force age distribution, Figure 1.2.3 shows the Cree labour force age/gender distribution and Figure 1.2.4 shows the Nemaska labour force age/gender distribution.

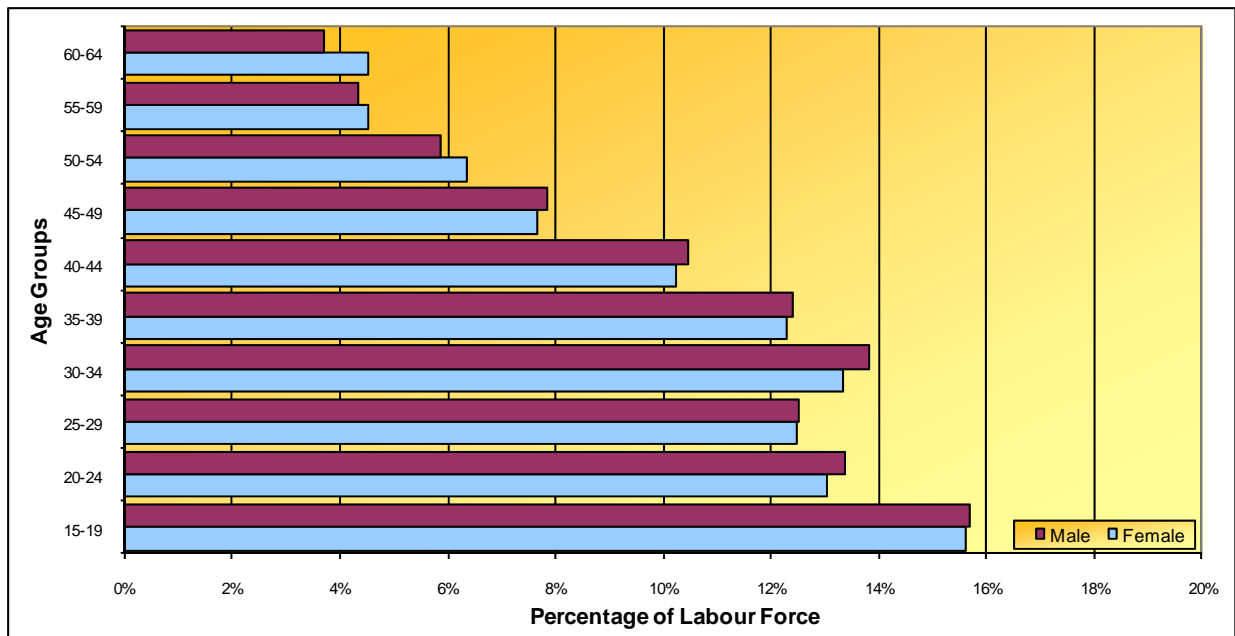
**Figure 1.2.1**  
Cree Labour Force by Community (2008 CLMS)



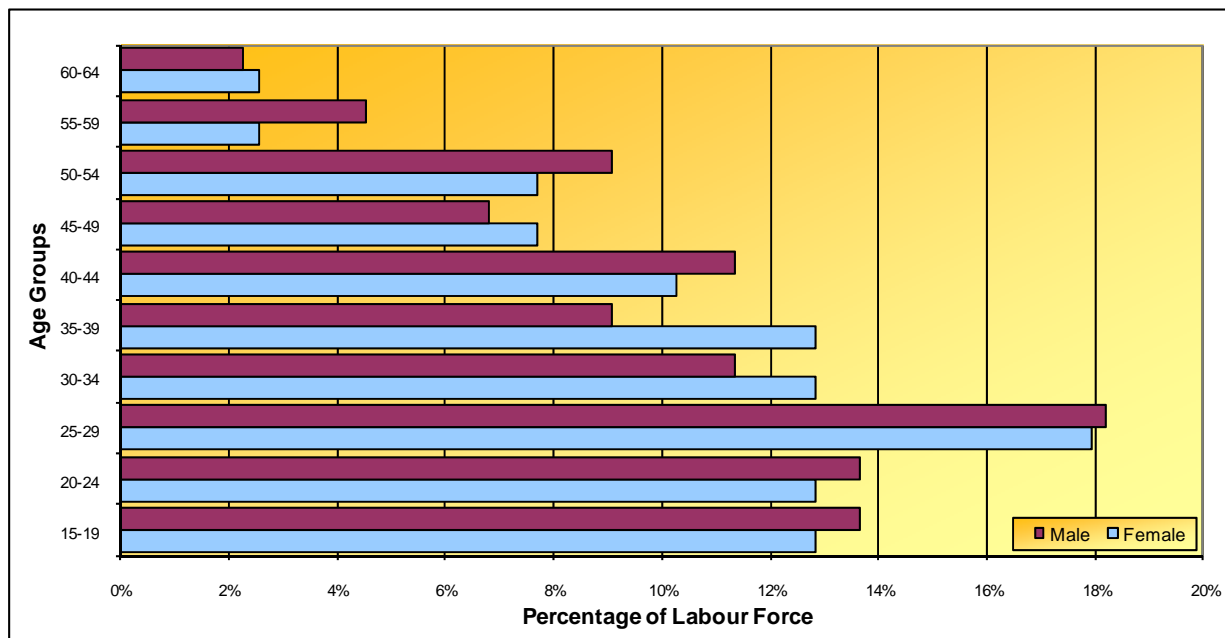
**Figure 1.2.2**  
**Nemaska and Cree Labour Force: Age Structure (2008 CLMS)**



**Figure 1.2.3**  
**Cree Labour Force by Age/Gender (2008 CLMS)**



**Figure 1.2.4**  
**Nemaska Labour Force by Age/Gender (2008 CLMS)**



The Nemaska labour force age distribution, as with the Cree labour force, shows a youthful demographic structure, where a greater number of the labour force is distributed near the bottom and decreasing numbers moving towards the top. The youthful demographic structure is clearly evident in the age/gender distribution; 25.9% is between 15-24 years of age (26.1% for males and 25.6% for females), 51.8% is between 25-44 years of age (50.0% for males and 53.8% for females) and 22.4% is between 45-64 years of age (23.9% for males and 20.5% for females). The Cree labour force age/gender distribution also shows this youthful demographic structure; 28.8% is between 15-24 years of age (29.0% for males and 28.5% for females), 48.7% is between 25-44 years of age (49.2% for males and 48.4% for females) and 22.4% is between 45-64 years of age (21.8% for males and 23.1% for females).

A similar analysis that compares the labour force age group percentage distribution of the Nemaska labour force as a percentage of the Cree labour force also shows this youthful demographic structure; the 15-24 years of age group population represents 1.2% of the Cree 15-24 years of age group (1.3% for males and 1.1% for females), the 25-44 years of age group represents 2.4% of the Cree 25-44 years of age group (2.5% for males and 2.3% for females) and the 45-64 years of age group represents 1.1% of the Cree 45-64 years of age group (1.2% for the males and 0.9% for females).

As with the Cree labour force, this youthful demographic structure can be expected to continue into the next decade. In essence, the youthful demographic structure of the Nemaska population has translated into a young and rapidly expanding labour force: a direct result of the high population growth rate that, as with the Cree population, has been brought about by a combination of factors such as; high fertility rates, an increase in the number of females entering their fertility years (15-49 years of age), low infant mortality rates and improved health care

services which bring about increases in the life expectancy at birth and at 65 years of age.<sup>1</sup> A combination of factors that guarantees a sustained population growth that eventually translates into a young and rapidly expanding labour force.

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<sup>1</sup> These factors were discussed in detail in the “Nine Cree Communities of Eeyou Istchee, Statistical Profile from the 2003 Cree labour Market Survey, March 2005, Part I, Section 2.2, p.7.

## **2.0 Nemaska Labour Force: Potential Size**

### **2.1 Introduction**

This section provides an analysis of the potential size of the Nemaska labour force and the corresponding estimated number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 in comparison with the Cree labour force.

It should be noted that these estimates do not include the effects of in/out migration or the late registration of births and deaths. These estimates are not predictions but rather they are attempts to establish plausible scenarios, based on the basic analysis of emerging demographic trends and given the fact that any projections of the potential size of the labour force that are based on past estimates become less and less reliable as the time frame is extended, the estimates derived here are limited to the 2008-2013 period.

### **2.2 Nemaska Labour Force: Potential Size**

As with any population, the age structure determines the growth pattern of the labour force. A population that is, as with the Cree population, characterized by a youthful demographic structure ensures a high number of new labour market entrants over the 2008-2013 period.

The estimated potential size of the Nemaska and the Cree labour force uses basic projection analysis, the 2008 male and female participation rates of the Nemaska and the Cree labour force and an assumed 0.0% participation rates for those individuals who will be leaving the Nemaska and the Cree labour markets. Incorporating the actual male and female participation rates in the estimation, and assuming a 0.0% participation rate for those individuals who will be leaving the Nemaska and the Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants in the Nemaska and the Cree labour markets so that the potential size of the Nemaska and the Cree labour force can be estimated, given the population data. Table 2.2.1 shows the resulting estimates of the potential size of the Nemaska and the Cree labour force for the 2008-2013 period.

**Table 2.2.1  
Nemaska and Cree Labour Force: Potential Size (2008 CLMS)**

<b>Labour Force (15-64 years of age)</b>	<b>Nemaska</b>	<b>Cree</b>
<b>2008 Labour Force</b>	<b>370</b>	<b>7,525</b>
Male	200	3,935
Female	170	3,585
<b>2009-2013 Entrants</b>	<b>35</b>	<b>920</b>
Male	15	530
Female	20	390
<b>2013 Labour Force</b>	<b>405</b>	<b>8,445</b>
Male	215	4,470
Female	190	3,975

Based on these estimates, the Nemaska labour force will have increased to 405 by 2013, a 9.5% increase of approximately 1.9% per year. Over the same period, the Cree labour force will have increased to 8,445 by 2013, a 12.2% increase of approximately 2.4% per year.

### **2.3 Nemaska Labour Force: Estimated New Job Requirements**

As with any population, the age structure of the population determines the growth pattern of the labour force and when combined with the male and female participation and unemployment rates of the labour force determines the growth pattern of the new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013. With a population that is characterized by a youthful demographic structure and a labour market that is characterized by high participation and unemployment rates: a high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 can be expected with absolute certainty.

The estimates on the total number of new jobs requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Nemaska and the Cree labour force uses basic projection analysis, the actual 2008 male and female participation and unemployment rates of the Nemaska and the Cree labour force and an assumed 0.0% participation rate for those individuals who will be leaving the Nemaska and Cree labour markets. Incorporating the actual male and female participation and unemployment rates in the estimation and assuming a 0.0% participation rate for those individuals who will be leaving the Nemaska and Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants and total number of individuals who will be unemployed in the Nemaska and Cree labour markets and, hence, allow for an estimation of the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013, given the population data. Table 2.3.1 shows the resulting estimates on the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Nemaska and the Cree labour force.

**Table 2.3.1  
Nemaska and Cree Labour Force: Estimated New Job Requirements (2008 CLMS)**

<b>Number of new job requirements in 2013</b>	<b>Nemaska</b>	<b>Cree</b>
to <u>attain</u> full employment levels	95	2,650
to <u>maintain</u> 2008 employment levels	30	700

Based on these estimates, the Nemaska labour force will have increased to 405 by 2013 and in order to attain full employment levels in 2013, an estimated 95 new jobs would be required (19 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 30 new jobs would be required (6 new jobs per year). The phenomenally high population growth experienced over the past decade(s) has resulted in a large increase in the Nemaska labour force due to the high number of individuals entering the Nemaska labour market that are not being

equally offset by the number of individuals leaving the Nemaska labour market. The data clearly shows that there are and will be more young individuals entering the Nemaska labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 4.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or just to maintain 2008 employment levels in 2013.

The Cree labour force will have increased to 8,445 by 2013 and in order to attain full employment levels in 2013, an estimated 2,650 new jobs would be required (530 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 700 new jobs would be required (140 new jobs per year). As with the Nemaska population, the Cree population has experienced a high population growth over the past decade(s) that has resulted in a large increase in the Cree labour force due to the high number of individuals entering the Cree labour market that are not being equally offset by the number of individuals leaving the Cree labour market. The data clearly shows that there are and will be more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.7 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013.

### 3.0 Nemaska Labour Force: Language Proficiency Levels

#### 3.1 Introduction

This section provides an analysis of the language proficiency levels of the Nemaska labour force in comparison with the Cree labour force.

The language section of the CLMS asked individuals, 15-64 years of age, to indicate the language(s) they are able to communicate in (spoken only and spoken and written). It was set up to capture all of the language(s), official and non-official languages the individual is able to communicate in, so multiple responses were allowed.

It should be noted that the analysis on the language proficiency levels only deals with the Cree, English and French languages even though there may be other languages that may have been indicated by the Nemaska and by the Cree labour force.

#### 3.2 Nemaska Labour Force: Language Proficiency Levels

Individuals, 15-64 years of age, were asked to indicate the language(s) they are able to communicate in (spoken only and spoken and written). Table 3.2.1 shows the language characteristics of the Nemaska and the Cree labour force. The data is presented so that the indicated language(s) (spoken only and spoken and written) covers all of the language(s) that were indicated as a single response or as a multiple response, as a percentage of the Nemaska and the Cree labour force.

**Table 3.2.1  
Nemaska and Cree Labour Force: Language Proficiency Levels (2008 CLMS)**

Labour Force (15-64 years of age) Language(s)	Nemaska		Cree	
	Spoken only	Spoken and Written	Spoken only	Spoken and Written
Cree	98.8%	22.4%	98.7%	22.1%
English	98.8%	96.5%	98.7%	95.4%
French	34.1%	25.9%	37.2%	26.5%
Cree and English	97.6%	22.4%	97.5%	21.2%
Cree and French	34.1%	9.4%	36.6%	8.1%
English and French	34.1%	24.7%	37.0%	25.4%
Cree, English and French	34.1%	9.4%	36.4%	7.9%

The percentage of the Nemaska labour force that is able to speak in the Cree and in the English languages is high and is slightly higher than that of the Cree labour force and the percentage that is able to speak in the French language is low and is slightly lower than that of the Cree labour force.

The data shows that 98.8% of the Nemaska labour force is able to speak in the Cree language, 98.8% is able to speak in the English language and 34.1% is able to speak in the French language. There is a high percentage that indicated that is able to speak in more than one

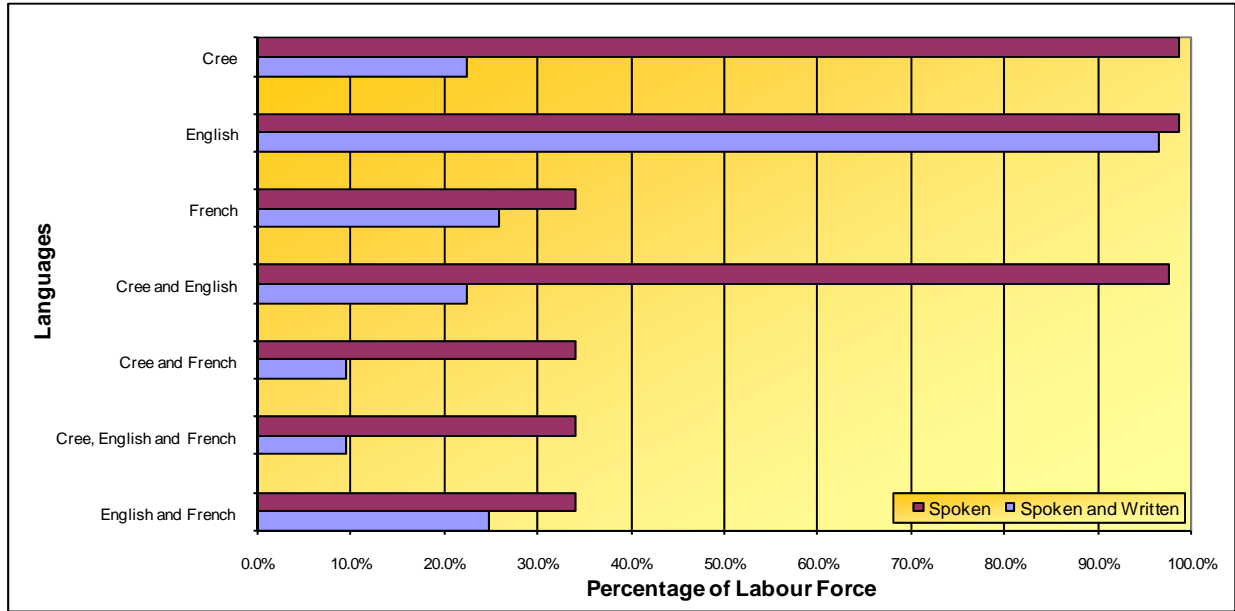


language; in the Cree and English, in the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. The Cree and the English language(s) are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and spoken and written categories, 98.8% and 22.4%, 98.8% and 96.5%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentages of 34.1% and 25.9%, respectively. For the Cree labour force, 98.7% is able to speak in the Cree language, 98.7% is able to speak in the English language and 37.2% is able to speak in the French language. There is a high percentage that indicated that it is able to speak in more than one language; in the Cree and English, in the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. As with the Nemaska labour force, the Cree and the English languages are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and in the spoken and written categories, 98.7% and 22.1%, 98.7% and 95.4%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentages of 37.2% and 26.5%, respectively.

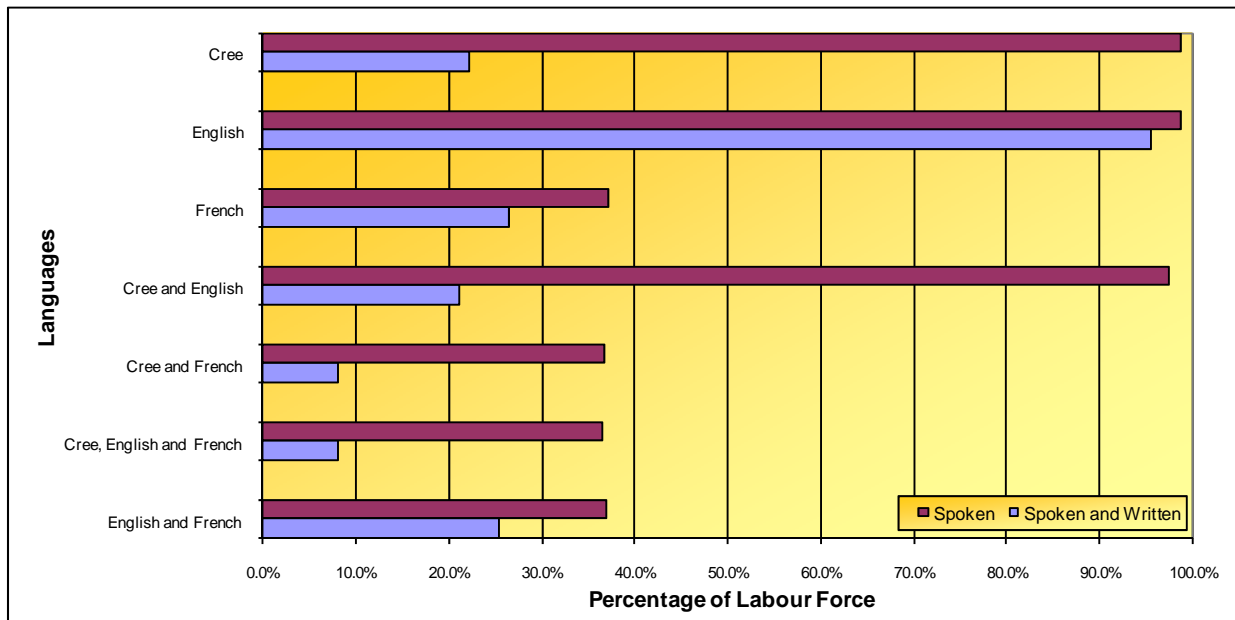
There is a large segment of the Nemaska labour force that cannot write in the Cree language; only 22.4% indicated that they are able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 96.5% and 25.9%, respectively. This is similar for the percentage that indicated that that it is able to write in the Cree and French and in the Cree, English and French languages. The percentage that indicated that it is able to write in the Cree and English and in the English and French languages is higher than the percentage that indicated that it is able to write in the Cree and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to write in the English and in the French languages compared to the percentage that indicated that it is able to write in the Cree language. There is also a large segment of the Cree labour force that cannot write in the Cree language; 22.1% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 95.4% and 26.5%, respectively. This is similar for the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French languages. The percentage that indicated that it is able to write in the English and French languages is higher than the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French because of the higher percentage that indicated that it is able to write in the English and in the French languages compared to the percentage that indicated that it is able to write in the Cree language.

Figure 3.2.1 shows the language proficiency levels of the Nemaska labour force and Figure 3.2.2 shows the language proficiency levels of the Cree labour force, graphically.

**Figure 3.2.1  
Nemaska Labour Force: Language Proficiency Levels (2008 CLMS)**



**Figure 3.2.2  
Cree Labour Force: Language Proficiency Levels (2008 CLMS)**



Overall, for the Nemaska and the Cree labour force, the Cree language is predominately the non-official language spoken and the English language is predominately the official language spoken and written, then the French language spoken and written.

#### 4.0 Nemaska Labour Force: School Attendance and Educational Achievement Levels and Major Fields of Study

##### 4.1 Introduction

This section provides an analysis of the school attendance, the educational achievement levels and the major fields of study of the labour force in comparison with the Cree labour force.

The education section of the CLMS asked individuals, 15-64 years of age, to provide information on their educational background. To indicate their current educational status, the highest grade of elementary or high school attended (completed or not), the highest year of university or any other non-university completed, major field of study and full-time or part-time status.

##### 4.2 Nemaska Labour Force: School Attendance

Individuals, 15-64 years of age, were asked if they had or were currently attending school during the 2007-2008 academic year and, if so, to indicate either high school, college, university or other and to specify full-time or part-time attendance. This allowed for the identification of the school attendance and full-time and part-time attendance levels. Table 4.2.1 shows the school attendance and full-time and part-time attendance of the Nemaska and the Cree, 15-24 years of age groups.

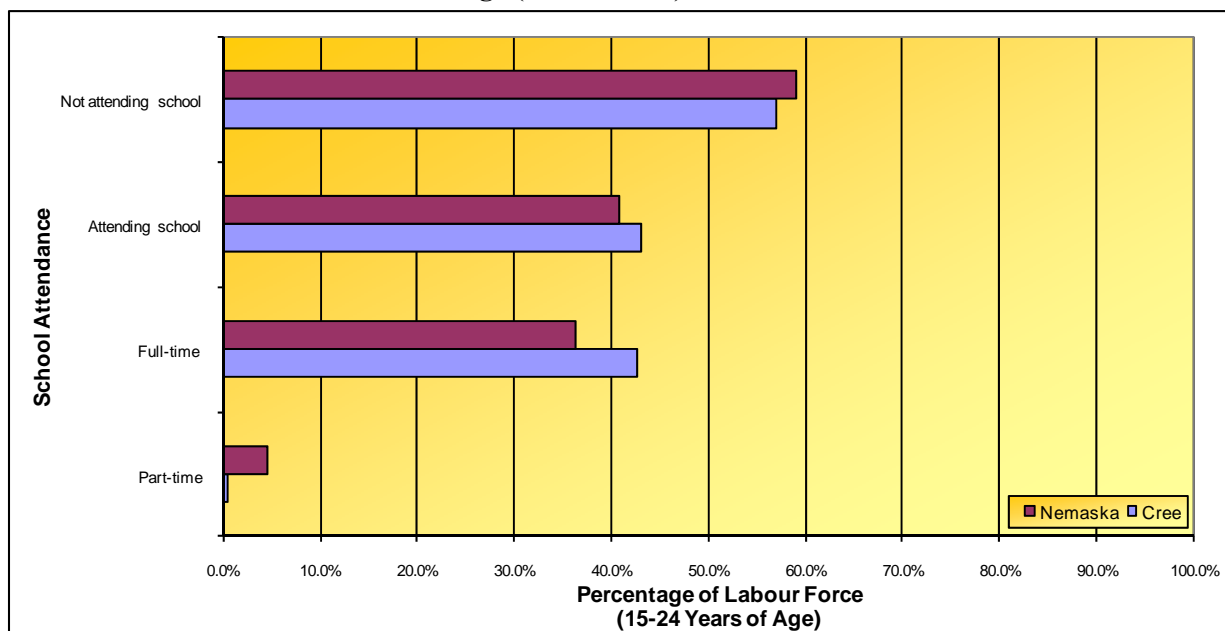
**Table 4.2.1**  
**Nemaska and Cree Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**

Labour Force (15-24 years of age) School Attendance	Nemaska	Cree
Not attending school	59.1%	57.0%
Attending school	40.9%	43.0%
Full-time	36.4%	42.6%
Part-time	9.1%	0.4%

The school attendance of the Nemaska, 15-24 years of age group, for the 2007-2008 academic year, is low and is also lower than the school attendance of the Cree, 15-24 years of age group; 40.9% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 36.4% were attending school on a full-time basis and 9.1% on a part-time basis. The school attendance of the Cree, 15-24 years of age group, for the 2007-2008 academic year, is low but is slightly higher than the school attendance of the Nemaska, 15-24 years of age group; 43.0% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 42.6% were attending school on a full-time basis and 0.4% on a part-time basis.

Figure 4.2.1 shows the school attendance, full-time and part-time attendance of the Nemaska and the Cree, 15-24 years of age groups, graphically.

**Figure 4.2.1**  
**Nemaska and Cree Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**



Overall, the school attendance of the Nemaska, 15-24 years of age group is low and all or majority of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis. The school attendance of the Cree, 15-24 years of age group is low and all or a majority of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis

It is important to note that, in general, for all populations, full-time school attendance is higher among the younger age groups and generally decline in the older age groups and since the analysis is limited to the 15-24 years of age group where most of these individuals were attending high school or attending a post-secondary educational institution at some point during the 2007-2008 academic year, both requiring full-time attendance, hence, the high full-time school attendance reported.

### 4.3 Nemaska Labour Force: Educational Achievement Levels

Individuals, 15-64 years of age, were asked to indicate their highest grade of elementary or high school attended (completed or not) and/or the highest level of university or any other non-university completed. This allowed for the identification of the highest educational level attained so that it could be classified according to the eleven standard educational achievement level classifications. The educational achievement level classification an individual falls into is determined by their highest level of education. For example, an individual with both a college diploma and a university degree would fall in the university with bachelor’s degree or higher classification. Table 4.3.1 shows the educational achievement levels of the Nemaska and the Cree labour force that were *not attending school*.

**Table 4.3.1  
Nemaska and Cree Labour Force  
Educational Achievement Levels (2008 CLMS)**

Labour Force (15-64 years of age) Educational Achievement Level	Nemaska	Cree
None	1.4%	3.1%
Less than grade 9	28.4%	31.9%
Grade 9 without a secondary graduation certificate	20.3%	27.7%
Grade 9 with a secondary graduation certificate	21.6%	11.8%
Trades certificate or diploma	2.7%	2.5%
Some postsecondary without degree, certificate or diploma	0.0%	0.0%
Other non-university education without certificate or diploma	10.8%	9.7%
Other non-university education with certificate or diploma	10.8%	8.7%
University without degree without certificate or diploma	0.0%	0.0%
University without degree with certificate or diploma	1.4%	1.5%
University with bachelor's degree or higher	2.7%	3.1%

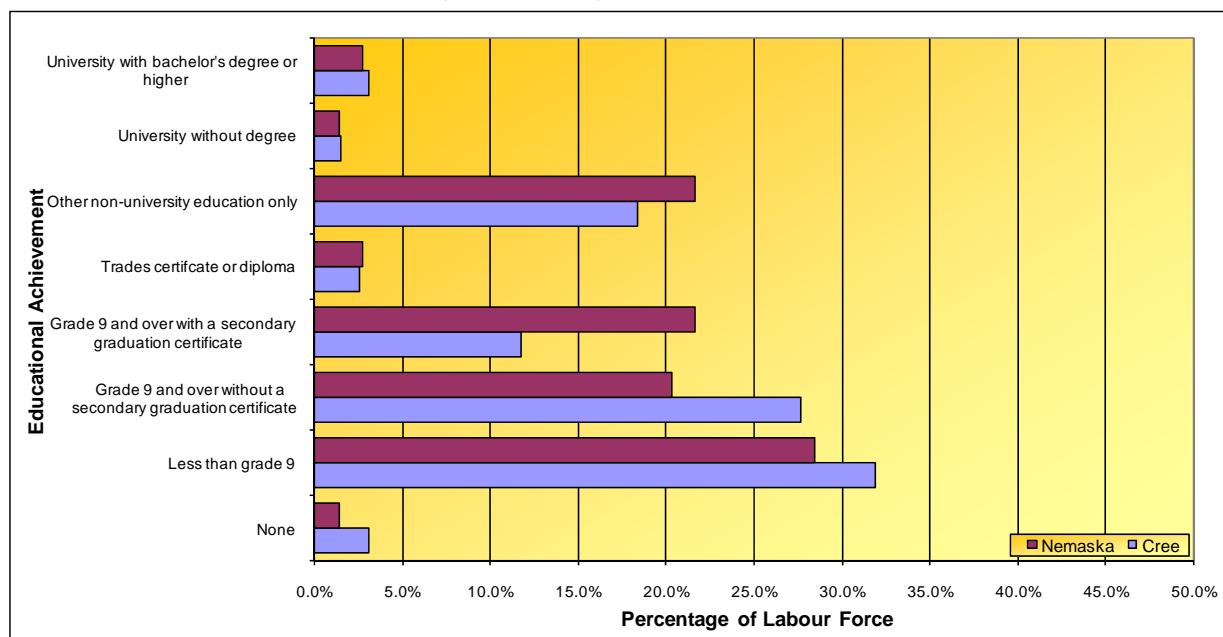
The percentage of the Nemaska labour force with less than a post-secondary educational level is high but is lower than that of the Cree labour force; 70.3% possess a less than a post-secondary educational level with the grade 9 with a secondary graduation certificate showing a higher percentage 50.1% possess a grade 9 without a secondary graduation certificate and less and only 21.6% possess a grade 9 and over with a secondary graduation certificate. The percentage of the Cree labour force with less than a post-secondary educational level is high and is higher than that of the Nemaska labour force with the none (no formal education), the less than grade 9 and the grade 9 without a secondary graduation certificate showing higher percentages; 74.5% of the Cree labour force possess a less than a post-secondary educational level; 62.7% possess a grade 9 without a secondary graduation certificate and less and 11.8% possess a grade 9 and over with a secondary graduation certificate.

The percentage of the Nemaska labour force with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low but are higher than that of the Cree labour force, with the trades with certificate or diploma, the other non-university education without and the other non-university education with certificate or diploma showing a higher percentage; 29.7% possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 17.6% possess post-secondary qualifications above the high school level. As a percentage of the labour force with post-secondary qualifications (with a certificate, diploma or degree); 23.1% possess trades certificate or diploma, 53.8% possess other non-university education with certificate or diploma, 7.7% possess university without degree with certificate or diploma and 15.4% possess university bachelor's degree or higher. The percentage of the Cree labour force with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low and are lower than that of the Nemaska labour force, with university without degree with certificate or diploma and the university with bachelor's degree or higher showing higher percentages; 25.5% possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 15.9% possess post-secondary qualifications above the high school level. As a percentage of the labour force with

post-secondary qualifications (with a certificate, diploma or a degree); 16.8% possess trades certificate or diploma, 53.9% possess other non-university education with certificate or diploma, 9.9% possess university without degree with certificate or diploma and 19.4% possess university bachelor's degree or higher.

Figure 4.3.1 shows the educational achievement levels of the Nemaska and the Cree labour force that were not *attending school*, graphically.

**Figure 4.3.1**  
**Nemaska and Cree Labour Force**  
**Educational Achievement Levels (2008 CLMS)**



Overall, the percentage of the Nemaska labour force with less than a post-secondary educational level is high but is lower than that of the Cree labour force with only the grade 9 with a secondary graduation certificate showing a higher percentage. The percentage with a post-secondary educational level (with or without a certificate, diploma or degree) and/or (with a certificate, diploma or degree) are both low but are higher than those of the Cree labour force with the trades with certificate or diploma, the other non-university education without and the other non-university education with certificate or diploma showing higher percentages. The percentage of the Cree labour force with less than a post-secondary educational level is high and is also higher than that of the Nemaska labour force with the none (no formal education), the less than grade 9 and the grade 9 without a secondary graduation certificate showing higher percentages. The percentage with a post-secondary educational level (with or without a certificate, diploma or degree) and/or (with a certificate, diploma or degree) are both low and are lower than that of the Nemaska labour force, with university without degree with certificate or diploma and the university with bachelor's degree or higher showing higher percentages.

It is important to note that the educational achievement levels normally reported include individuals that are still in school and this tends to skew the educational achievement levels. This is clearly evident in the two educational achievement level classifications: the less than grade 9 and the grade 9 and over without a secondary graduation certificate. Before any adjustments were made for the “*not attending school*,” these two classifications account for approximately 52.9% of the Nemaska labour force (61.6% of the Cree labour force). After the adjustments were made, these two classifications account for approximately 48.6% of the Nemaska labour force (59.7% of the Cree labour force). The unadjusted data on the educational achievement levels of the Nemaska and the Cree labour force is provided in Appendix C: Cree Labour Force by Community, Education: School Attendance; Educational Achievement Levels and Major Fields of Study.

With respect to the trades certificate or diploma classification: trades certificate or diploma are considered as “*post-secondary qualifications*” in the educational achievement level analysis, even though completion of secondary school may not have been a prerequisite for some trade apprenticeships programs.

#### **4.4 Nemaska Labour Force: Major Fields of Study**

Individuals, 15-64 years of age, with post-secondary qualifications, were asked to specify their major field of study at the highest level of university or any other non-university completed. This allowed for the identification of the major fields of study so that they could be classified according to the eleven standard major fields of study classifications. Table 4.4.1 shows the major fields of study of the Nemaska and the Cree labour force with post-secondary qualifications that were *not attending school*.

**Table 4.4.1  
Nemaska and Cree Labour Force: Major Fields of Study (2008 CLMS)**

<b>Labour Force (15-64 years of age)</b>		
<b>Major Field of Study</b>	<b>Nemaska</b>	<b>Cree</b>
Educational, recreational & counselling services	23.1%	26.1%
Fine & applied arts	0.0%	0.8%
Humanities and related fields	0.0%	4.2%
Social sciences and related fields	23.1%	14.3%
Commerce, management & business administration	23.1%	21.4%
Agricultural & biological sciences & technologies	0.0%	0.8%
Engineering & applied sciences	0.0%	0.8%
Engineering & applied sciences technology & trades	15.4%	16.4%
Health professions, sciences & related fields	0.0%	3.4%
Mathematics & physical sciences	0.0%	0.4%
No specialization and all other, n.e.c.	23.1%	10.9%

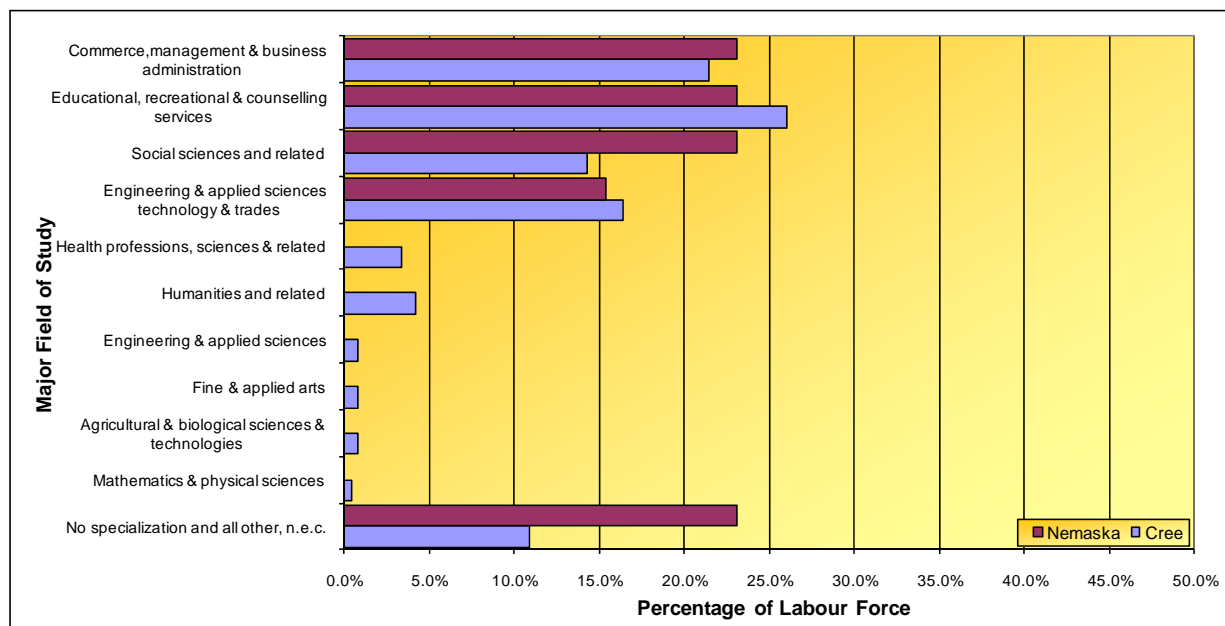
The percentage of the Nemaska labour force with post-secondary qualifications (with a certificate, diploma or degree) is low but is higher than that of the Cree labour force; 17.6% possess post-secondary qualifications and four major fields of study account for 84.7% of the labour force with a post-secondary educational qualifications; 23.1% showed a strong interest in the commerce, management and business administration fields, 23.1% showed a strong interest



in the educational, recreational and counseling services fields, 23.1% showed a strong interest in the social sciences and related fields and 15.4% showed a strong interest in engineering and applied sciences technology and trades fields of study. The percentage of the Cree labour force with post-secondary qualifications (with a certificate, diploma or degree) is low and is lower than that of the Nemaska labour force; 15.9% possess post-secondary qualifications and the same four major fields of study account for 78.2% of the labour force with a post-secondary educational qualifications; 21.4% showed interest in the commerce, management and business administration fields, 26.1% showed a strong interest in the educational, recreational and counseling services fields, 14.3% showed a strong interest in the social sciences and related fields and 16.4% showed a strong interest in the engineering and applied sciences, technology and trades fields of study.

Figure 4.4.1 shows the major fields of study of the Nemaska and the Cree labour force with post-secondary qualifications that were *not attending school*, graphically.

**Figure 4.4.1**  
**Nemaska and Cree Labour Force: Major Fields of Study (2008 CLMS)**



Overall, there is very little variation in the major fields of study of the Nemaska and the Cree labour force with post-secondary qualifications. A higher percentage of the Nemaska labour force with post-secondary qualifications possess post-secondary qualifications in two of the four major fields of study; the commerce, management and business administration and the social sciences and related fields of study and a higher percentage of the Cree labour force with post-secondary qualifications possess post-secondary qualifications in two of the four major fields of study; the educational, recreational and counseling services fields and the engineering and applied sciences, technology and trades fields of study.

## 5.0 Nemaska Labour Force: Labour Market Activity

### 5.1 Introduction

This section provides an analysis of the labour market activity of the Nemaska labour force; the participation, the unemployment rates, the employment to population ratios, the industry and occupation classifications (broad groups) and the employment status in comparison with the Cree labour force.

The employment and the employment history sections of the CLMS asked individuals, 15-64 years of age, to provide information on their labour market status (employed/unemployed) and on their current/previous employment (occupation and employment status, etc.).

### 5.2 Nemaska Labour Force: Participation and Unemployment Rates and Employment to Population Ratios

Individuals, 15-64 years of age, were asked to indicate their labour market status and, if unemployed, to indicate whether or not they were actively seeking employment at the time of, or during the 4-week period prior to the CLMS (March 2, 2008 to March 29, 2008). This allowed for the participation and unemployment rates and the employment to population ratios, three of the most widely used indicators of the labour market activity to be determined. The participation rate refers to the labour forces who, at the time of the CLMS, were actively seeking employment as a percentage of the total labour force, 15-64 years of age; the unemployment rate refers to the total labour force who, at the time of the CLMS, were unemployed but were actively seeking employment as a percentage of the total labour force, 15-64 years of age; and the employment to population ratio refers to the labour force who, at the time of the CLMS, were employed as a percentage of the total population, 15-64 years of age. Table 5.2.1 shows the 2008 labour force participation and unemployment rates and the employment to population ratios of the Nemaska and the Cree labour force.

**Table 5.2.1  
Nemaska and Cree Labour Force:  
Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)**

Labour Force (15-64 years of age) Participation, Unemployment Rates and Employment to Population Ratios	Nemaska	Cree
<b>Participation rate</b>	<b>85.9%</b>	<b>81.4%</b>
Male	87.0%	85.3%
Female	84.6%	77.4%
<b>Unemployment rate</b>	<b>16.4%</b>	<b>22.8%</b>
Male	20.0%	27.0%
Female	11.8%	18.1%
<b>Employment to population ratio</b>	<b>71.8%</b>	<b>62.8%</b>
Male	69.6%	62.3%
Female	74.4%	63.4%

In 2008, the Nemaska labour market was characterized by high participation and unemployment rates and a high employment to population ratio. The Cree labour market was characterized by high participation and unemployment rates and a low employment to population ratio.

The participation rate for the Nemaska labour force stood at 85.9% (87.0% for the males and 84.6% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 59.1% (54.5% for the males and 63.6% for the females). The participation rates by gender show that the male participation rates were lower than those of the females across all of the major age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 54.5% and the 25-64 and the 45-64 years of age groups showing higher participation rates of 97.1% and 100.0%, respectively. The female participation rates were also high across all of the major age groups with the 15-24 years of age group showing a slightly lower participation rate of 63.6% and the 45-64 years of age group showing higher participation rate of 100.0%. The participation rate for the Cree labour force stood at 81.4% (85.3% for the males and 77.4% for the females) was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 56.8% (46.6% for the males and 55.4% for the females). The participation rates by gender show that the male participation rates were consistently higher than those of the females across all of the major age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 46.6%. The female participation rate were also high across all of the major age groups with the 15-64 and the 15-24 years of age groups showing lower participation rates of 77.4% and 55.4%, respectively.

The Nemaska labour force participation rate was higher than the participation rate for the Cree labour force and was higher across all of the major age groups. The participation rates by gender show that the male participation rates were higher across all of the major age groups with the 15-24 and the 25-44 years of age groups showing lower participation rates of 54.5% and 92.0%, respectively, and the female participation rates were also higher across all of the major age groups.

The unemployment rate for the Nemaska labour force stood at 16.4% (20.0% for the males and 11.8% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 23.1% (16.7% for the males and 28.6% for the females) and the 45-64 years of age group showing a lower unemployment rate of 10.5% (20.0% for the males and 11.1% for the females). The unemployment rates by gender show that the male unemployment rates were consistently higher than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a lower unemployment rate of 16.7%. The female unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 28.6% and the 25-64 years of age group showing a lower unemployment rate of 7.4%. The unemployment rate for the Cree labour force stood at 22.8% (27.0% for the males and 18.1% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 41.9% (46.6% for the males and 36.7% for the females) and the 45-64 years of age group showing a lower unemployment rate of 14.6% (19.4% for the males and 9.6% for the females). The

unemployment rates by gender show that the male unemployment rates were consistently higher than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 46.6% and the 45-64 years of age group showing a lower unemployment rate of 19.4%. The female unemployment rates were also high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 36.7% and the 45-64 years of age group showing a lower unemployment rate of 9.6%.

The Nemaska labour force unemployment rate was lower than the unemployment rate for the Cree labour force and was lower across all of the major age groups. The unemployment ratios by gender show that the male unemployment rates were lower across all of the major age groups with the 45-64 years of age group showing a higher unemployment rate of 20.0% and the female unemployment rates were lower across all of the major age groups with the 45-64 years of age group showing a higher unemployment rate of 11.1%.

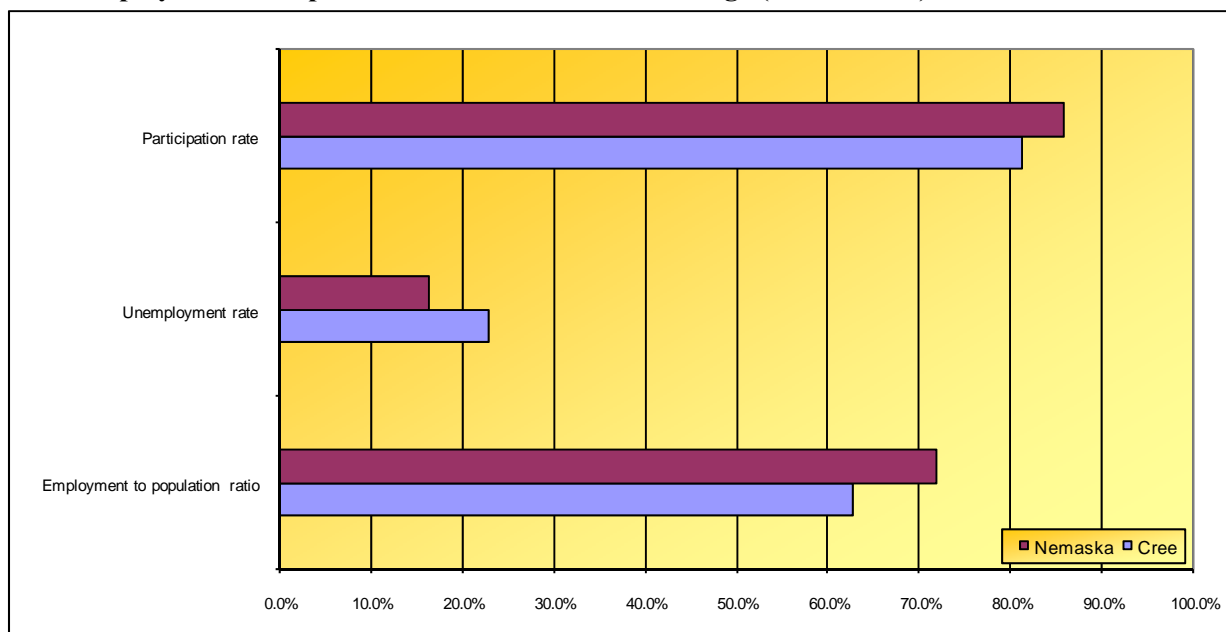
The employment to population ratio for the Nemaska labour force stood at 71.8% (69.6% for the males and 74.4% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratios of 45.5% (45.5% for the males and 45.5% for the females). The employment to population ratios by gender show that the male employment to population ratios were consistently lower than those of the females across all of the major age groups. The male employment to population ratios were low across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 69.6% and 45.5%, respectively. The female employment to population ratios were high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 74.4% and 45.5%, respectively. The employment to population ratio for the Cree labour force stood at 62.8% (62.3% for the males and 63.4% for the females) and was low across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment ratios of 62.8% (62.3% for the males and 63.4% for the females) and 33.2% (32.3% for the males and 35.1% for the females, respectively, and the 45-64 years of age group showing a higher employment to population of 78.6%(76.9% for the males and 80.3% for the females). The employment to population ratios by gender show that the male employment to population ratios were consistently lower than those of the females across all of the major age groups with the 25-44 years of age group showing a higher employment to population ratio of 73.4% (72.1% for the females). The male employment to population ratios were high with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 62.3% and 32.3%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 76.9%. The female employment to population ratios were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 63.4% and 35.1%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 80.3%.

The Nemaska labour force employment to population ratio was higher than the employment to population ratio for the Cree labour force and was higher across all of the major age groups. The employment to population ratios by gender show that the male employment to population ratios were higher across all of the major age groups with the 25-44 years of age group showing a

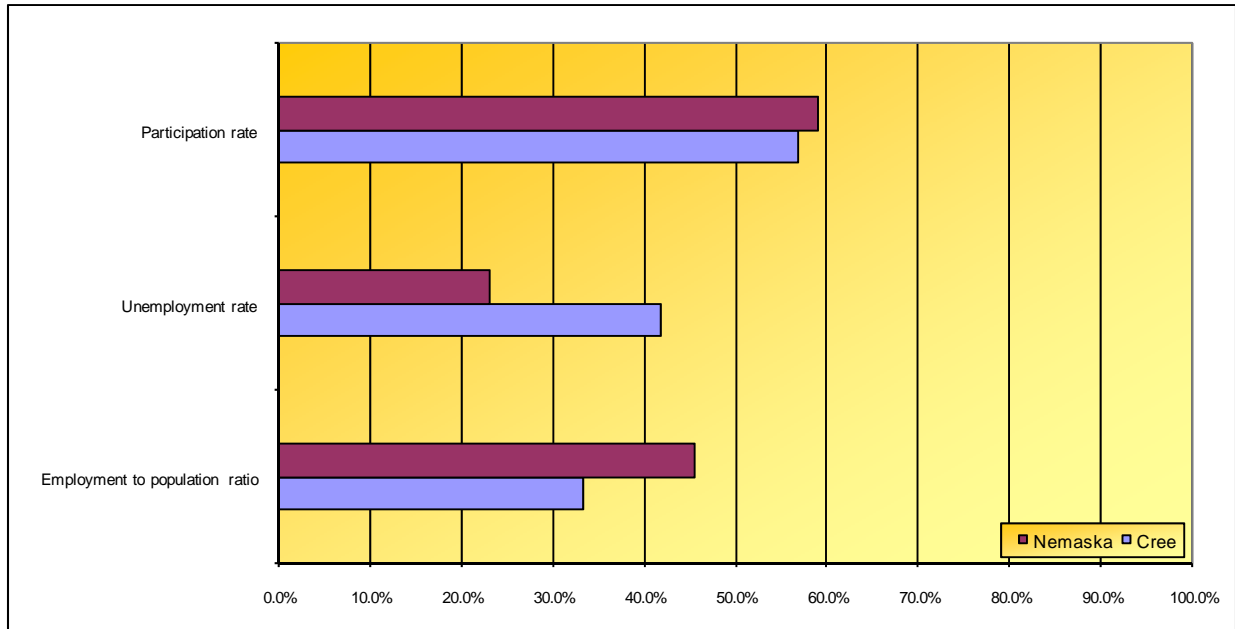
lower employment to population ratio of 72.0% and the female employment to population ratios were higher across all of the major age groups.

Figure 5.2.1 shows the participation and unemployment rates and the employment to population ratios of the Nemaska and the Cree, 15-64 years of age groups, Figure 5.2.2 shows the participation and unemployment rates and the employment to population ratios of the Nemaska and the Cree, 15-24 years of age groups and Figure 5.2.3 shows the participation and unemployment rates and the employment to population ratios of the Nemaska and the Cree, 25-64 years of age groups, graphically.

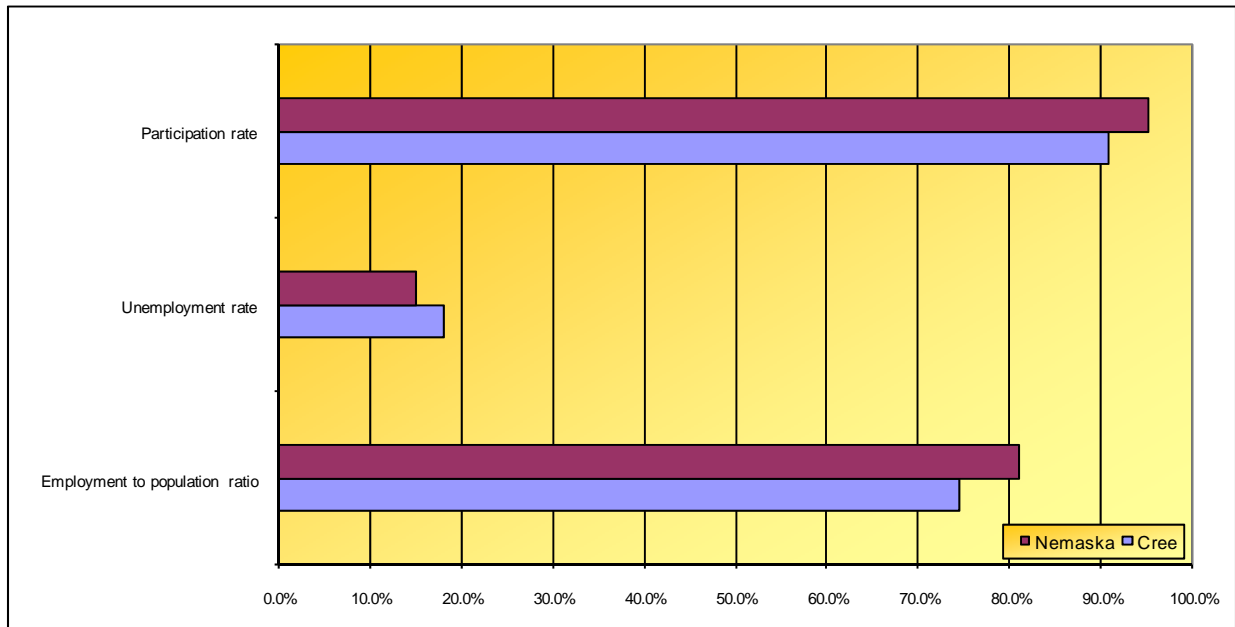
**Figure 5.2.1**  
**Nemaska and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)**



**Figure 5.2.2**  
**Nemaska and Cree Labour Force: Participation and Unemployment Rates**  
**and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)**



**Figure 5.2.3**  
**Nemaska and Cree Labour Force: Participation and Unemployment Rates**  
**and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)**



Overall, the Nemaska labour force participation and unemployment rates were high across all of the major age groups with only the 15-24 years of age group showing a slightly lower participation rate and a slightly higher unemployment rate and the 45-64 years of age group showing a lower unemployment rate. The employment to population ratios were low across all of the major age groups with only the 15-64 and the 15-24 years of age groups showing lower employment to population ratios.

The high participation and unemployment rates that characterized the Nemaska labour market indicate that the labour market has only been able to absorb a low percentage of the existing labour force and the high employment to population ratio indicates that the Nemaska labour market has been able to utilize a high percentage of the existing labour force pool. The data clearly shows that there were a high number of individuals entering the Nemaska labour market that were not being equally offset by the number of individuals leaving the Nemaska labour market. There were more young individuals entering the Nemaska labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.7 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated to be approximately 1.9% per year, is not likely improve the performance of and could pose a seriously strain on the labour force absorption capacity of the Nemaska labour market. This phenomenon, given the relatively young population and the high population growth rate, can be expected to continue throughout the coming decade(s).

The Cree labour force participation and unemployment rates were high across all the major age groups and the employment to population ratios were low across all of the major age groups with the 15-24 years of age group showing a lower participation rate, a higher unemployment rate and the 15-64 and 15-24 years of age groups showing lower employment to population ratios.

The high participation and unemployment rates that characterized the Cree labour market indicate that the Cree labour market has only been able to absorb a small percentage of its existing labour force and the low employment to population ratio indicates that the Cree labour market has only been able to utilize a low percentage of its existing labour force pool. The data clearly shows that there were a high number of individuals entering the Cree labour market that were not being equally offset by the number of individuals leaving the Cree labour market. There were more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated at approximately 2.4% per year, is not likely improve the performance of, and could pose a seriously strain on the labour force absorption capacity of the Cree labour market. This phenomenon, given the relatively young Cree population and the high population growth rate, can be expected to continue throughout the coming decade(s).

### 5.3 Nemaska Labour Force: Industry Classification

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the identification of the industry where the individual found employment so that it could be classified according to the three main industry sectors as well as to the twenty-one industry classifications of the 2001 North American Industry Classification System (NAICS).

The three main industry sectors are; the primary industries, which includes agriculture, forestry, mining, hunting and fishing and other resource based industries; the secondary industries, which includes manufacturing, construction, transportation and storage and communication industries; and the tertiary industries, which includes wholesale and retail trades, finance, insurance, real estate, business services, government, accommodation, food, and beverage and other service industries. Table 5.3.1 shows the main industry sectors where the Nemaska and the Cree employed labour force found employment.

**Table 5.3.1  
Nemaska and Cree Labour Force: Industry Sector (2008 CLMS)**

Employed Labour Force (15-64 years of age) Industry	Nemaska	Cree
Primary	8.3%	23.8%
Secondary	6.3%	10.3%
Tertiary	85.4%	65.9%

The secondary and tertiary industries account for 91.7% of all the jobs for the Nemaska employed labour force; 8.3% found employment in the primary industry, 6.3% in the secondary industry and 85.4% in the tertiary industry. Alternatively, for every 100 jobs created; 86 were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 6 were created in the secondary industry by the construction and transportation related activities, and 8 were created in the primary industry by forestry, fishing and hunting and mining activities. The secondary and tertiary industry account for 89.7% of all the jobs for the Cree employed labour force; 23.8% found employment in the primary industry, 10.3% in the secondary industry and 65.9% in the tertiary industry. Alternatively, for every 100 jobs created; approximately 66 jobs were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 10 jobs were created in the secondary industry by the construction and transportation related activities and 24 jobs were created in the primary industry by the agriculture, forestry, fishing and hunting and mining activities. This data takes hunting and trapping into account, since this activity was practiced by approximately 6.6% of the Nemaska employed labour force (22.0% of the Cree employed labour force). Table 5.3.2 shows the main industry classifications where the Nemaska and the Cree employed labour force found employment.



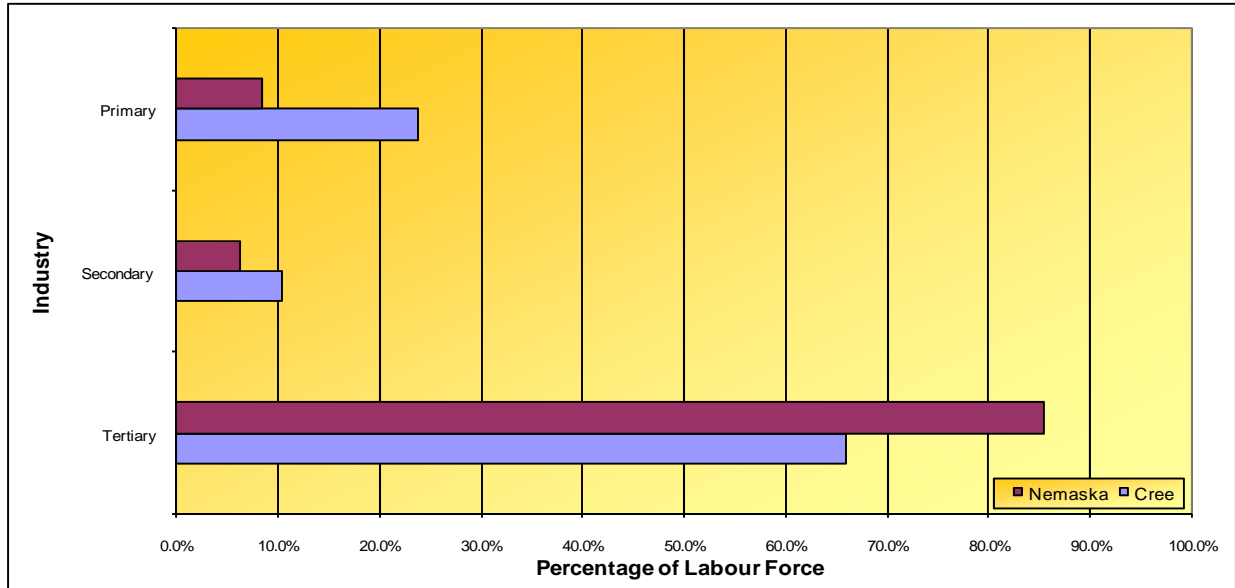
**Table 5.3.2  
Nemaska and Cree Labour Force: Industry Classification (2008 CLMS)**

Labour Force (15-64 years of age) Industry	Nemaska	Cree
Agriculture, forestry, fishing and hunting	6.6%	22.0%
Mining and oil and gas extraction	0.0%	0.4%
Manufacturing	0.0%	0.0%
Construction industries	4.9%	8.7%
Transportation and storage industries	0.0%	0.9%
Communications and other utility industries	0.0%	0.1%
Wholesale and retail trade industries	1.6%	4.7%
Information and cultural industries	1.6%	0.4%
Finance, insurance, real estate industries	0.0%	1.0%
Professional, scientific and technical services	0.0%	0.1%
Management of companies and enterprises	1.6%	1.9%
Business and services industries	0.0%	0.0%
Administrative and support, waste management and remedial services	0.0%	0.0%
Government services industries	0.0%	0.0%
Educational services industries	13.1%	15.8%
Health and social services industries	8.2%	11.7%
Arts, entertainment and recreation	4.9%	1.3%
Accommodation, food and beverage industries	1.6%	3.3%
Other service industries (except public administration)	0.0%	0.4%
Public administration	31.1%	21.2%
Industry not elsewhere classified	21.3%	6.3%

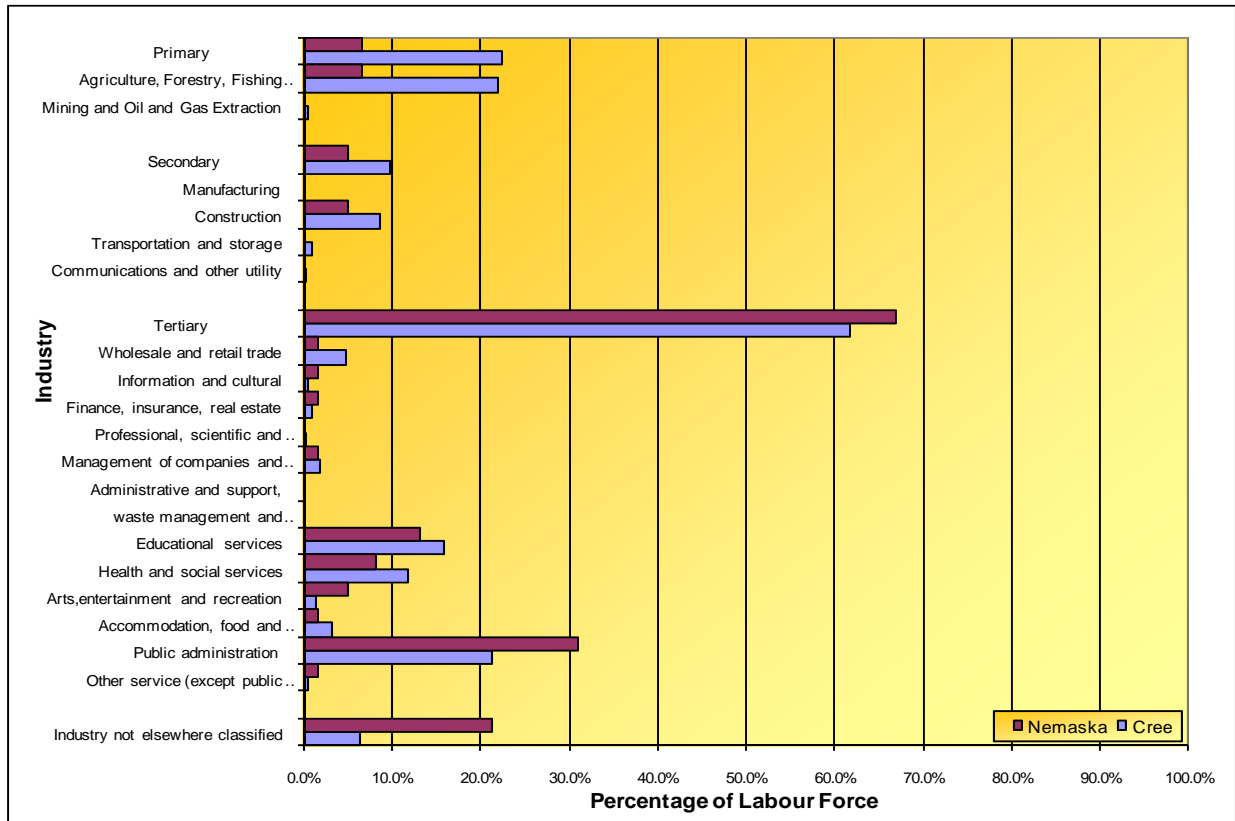
Six major industry classifications account for 65.6% of the Nemaska employed labour force: 31.1% found employment in the public administration, 13.1% found employment in the educational services, 8.2% found employment in the health and social services industries, 6.6% found employment in the agriculture forestry, fishing and hunting, 4.9% found employment in the construction and 4.9% found employment in the arts, entertainment and recreation industries. The same six major industry classifications account for 80.7% of the Cree employed labour force; 22.0% found employment in the agriculture, forestry, fishing and hunting, 21.2% found employment in the public administration, 15.8% found employment in the educational services, 11.7% found employment in the health and social services, 8.7% found employment in the construction industry and 1.3% found employment in the arts, entertainment and recreation industries.

Figure 5.3.1 shows the main industry sectors where the Nemaska and the Cree employed labour force found employment and Figure 5.3.2 shows the main industry classifications where the Nemaska and the Cree employed labour force found employment, graphically.

**Figure 5.3.1**  
**Nemaska and Cree Labour Force: Industry Sector (2008 CLMS)**



**Figure 5.3.2**  
**Nemaska and Cree Labour Force: Industry Classification (2008 CLMS)**



Overall, the data shows very little variation in the industry distribution of the Nemaska and Cree employed labour force. A higher percentage of the Nemaska employed labour force found employment in two of the six major industry classifications; the public administration and the arts entertainment and recreation industries; and a higher percentage of the Cree employed labour force found employment in four of the six major industry classifications; the agriculture, forestry, fishing and hunting, the educational services, the health and social services and the construction industries. The data does clearly show a prevalent imbalance in the industry distribution, where the majority find employment in the tertiary industries and very few find employment in the primary and secondary industries.

#### **5.4 Nemaska Labour Force: Occupation Classification**

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the occupation of the individual to be identified so that it could be classified according to the eleven standardized 2001 National Occupational Classification Codes (NOC). Table 5.4.1 shows the main occupation classification of the Nemaska and the Cree employed labour force.

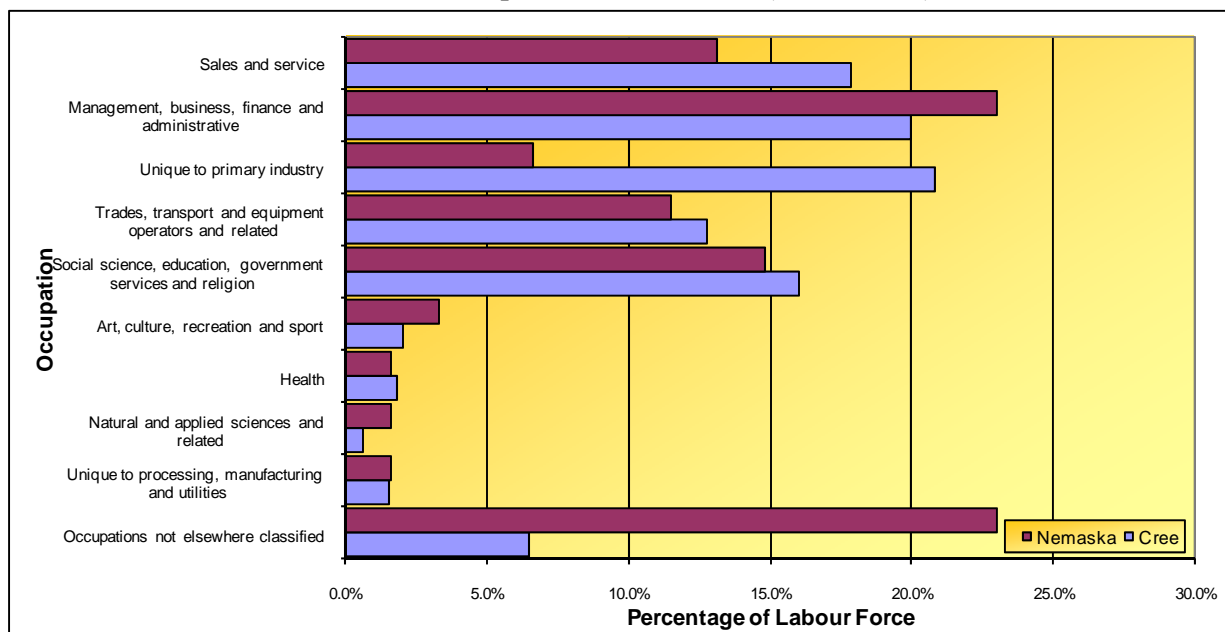
**Table 5.4.1  
Nemaska and Cree Labour Force: Occupation Classification (2008 CLMS)**

<b>Labour Force (15-64 years of age) Occupation</b>	<b>Nemaska</b>	<b>Cree</b>
Management, business, finance and administrative occupations	23.0%	19.9%
Natural and applied sciences and related occupations	1.6%	0.6%
Health occupations	1.6%	1.8%
Occupations in social science, education, government services and religion	13.1%	16.0%
Art, culture, recreation and sport occupations	3.3%	2.0%
Sales and service occupations	13.1%	17.9%
Trades, transport and equipment operators and related occupations	11.5%	12.8%
Occupations unique to primary industry	6.6%	20.9%
Occupations unique to processing manufacturing and utilities	0.0%	1.5%
Occupations not elsewhere classified	23.0%	6.5%

Five of the largest occupational groups account for 67.3% of the Nemaska employed labour force; 23.0% found employment in the management, business, finance and administrative, 13.1% found employment in the social science, education, government services and religion, 13.1% found employment; the sales and services occupations, 11.5% found employment in the trades, transport and equipment operators and related and 6.6% found employment and in the primary occupations. The same five of the largest occupational groups account for 87.5% of the Cree employed labour force: 19.9% found employment in the management, business, finance and administrative, 16.0% found employment in the social science, education, government services and religion, 17.9% found employment in the sales and services, 12.8% found employment in the trades, transport and equipment operators and related and 20.9% found employment in the primary occupations.

Figure 5.4.1 shows the main occupation classifications of the Nemaska and the Cree employed labour force, graphically.

**Figure 5.4.1**  
**Nemaska and Cree Labour Force: Occupation Classification (2008 CLMS)**



Overall, the data shows very little variation between the occupation distribution of the Nemaska and the Cree employed labour force found employment. A higher percentage of the Nemaska employed labour force found employment in one of the five largest occupational groups; the management, business, finance and administrative occupations; and a higher percentage of the Cree employed labour force found employment in four of the five largest occupational groups; the social science, education, government services and religion, the sales and services, the trades transport and equipment operators and related and the primary occupations.

### 5.5 Nemaska Labour Force: Employment Status

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the employment status of the individual to be determined so that it could be classified according to the standard employment status classifications. Table 5.5.1 shows the employment status of the Nemaska and the Cree employed labour force.

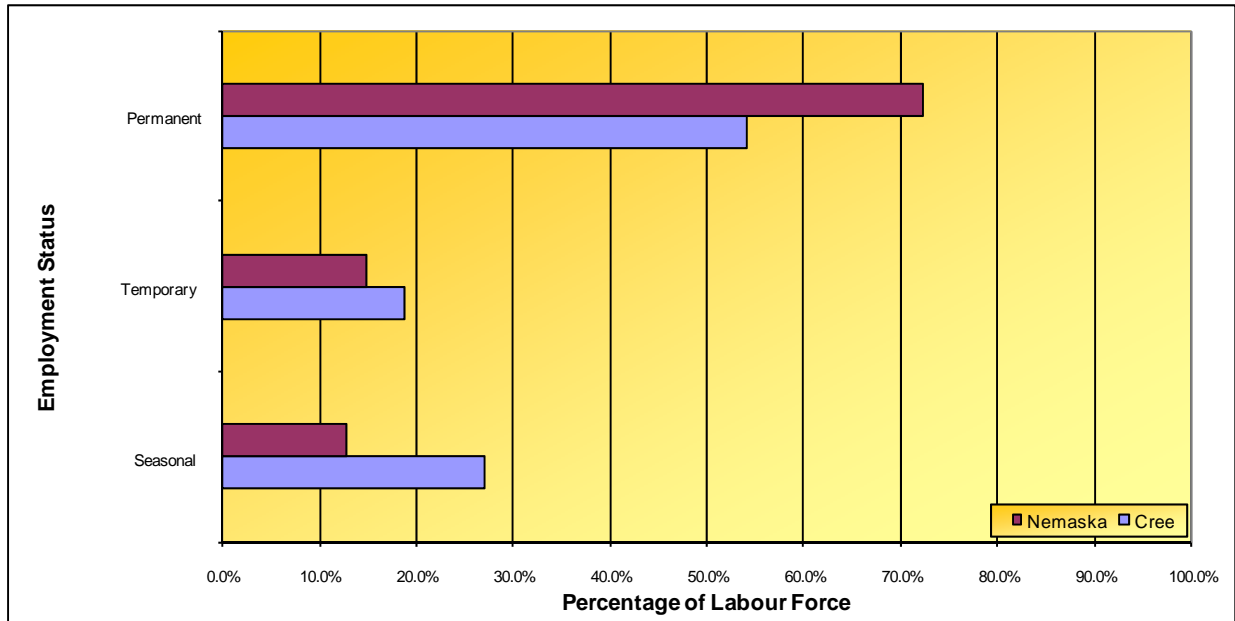
**Table 5.5.1  
Nemaska and Cree Labour Force: Employment Status (2008 CLMS)**

Labour Force (15-64 years of age) Employment Status	Nemaska	Cree
<b>Permanent</b>	<b>72.3%</b>	<b>54.2%</b>
Full-time	94.1%	93.4%
Part-time	5.9%	6.6%
<b>Temporary</b>	<b>14.9%</b>	<b>18.8%</b>
Full-time	57.1%	83.6%
Part-time	42.9%	16.4%
<b>Seasonal</b>	<b>12.8%</b>	<b>27.0%</b>
Full-time	100.0%	99.3%
Part-time	0.0%	0.7%

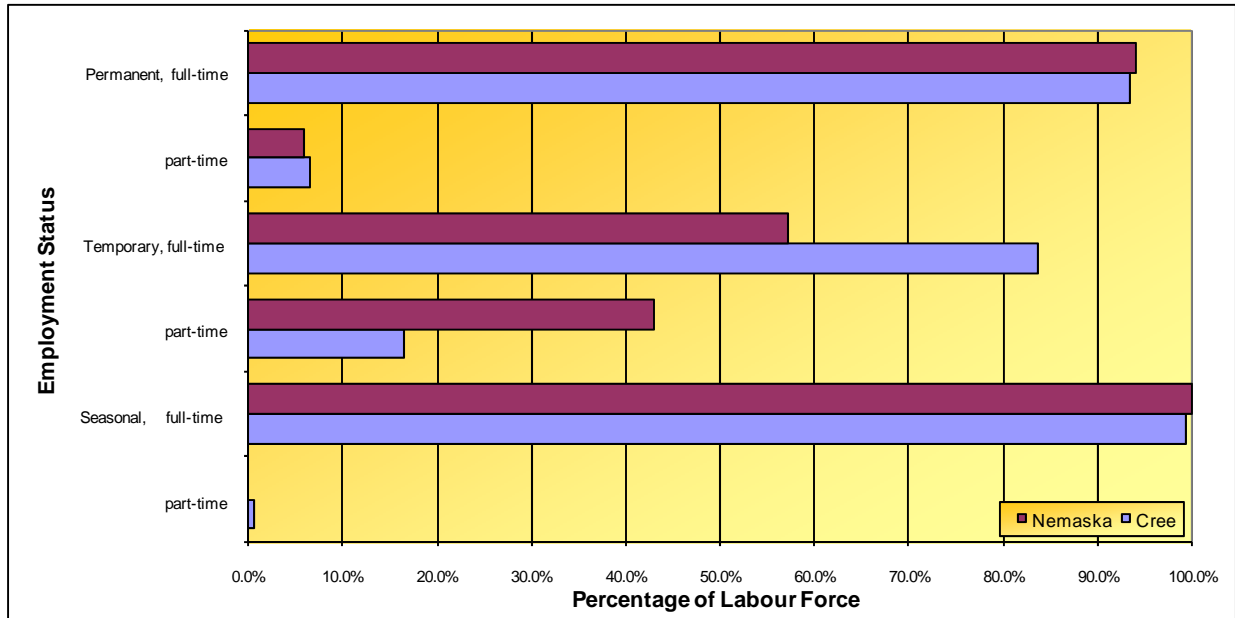
The majority of all positions reported by the Nemaska employed labour force were permanent and full-time positions; 72.3% were employed on a permanent basis (94.1% full-time and 5.9% part-time), 14.9% on a temporary basis (57.1% full-time and 42.9% part-time) and 12.8% on a seasonal basis (100.0% full-time and 0.0% part-time). The majority of all positions reported by the Cree employed labour force were also permanent and full-time positions; 54.2% were employed on a permanent basis (93.4% full-time and 6.6% part-time), 18.8% on a temporary basis (83.6% full-time and 16.4% part-time) and 27.0% on a seasonal basis (99.3% full-time and 0.7% part-time).

Figure 5.5.1 shows the permanent, temporary, and seasonal employment status of the Nemaska and the Cree employed labour force and Figure 5.5.2 show the permanent, temporary, seasonal, full-time and part-time employment status of the Nemaska and the Cree employed labour force, graphically.

**Figure 5.5.1**  
**Nemaska and Cree Labour Force:**  
**Permanent, Temporary and Seasonal Employment Status (2008 CLMS)**

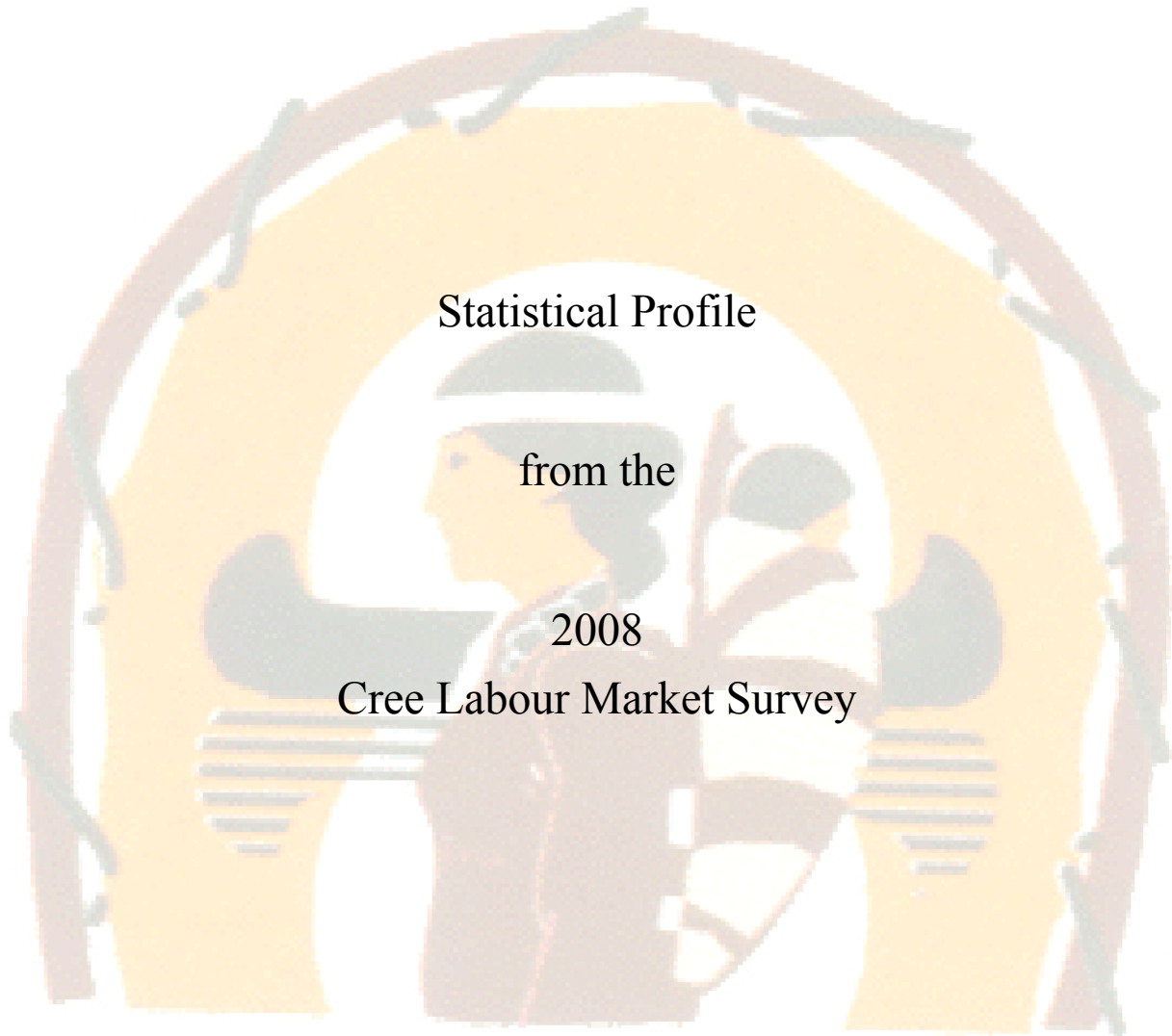


**Figure 5.5.2**  
**Nemaska and Cree Labour Force:**  
**Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)**



Overall, the majority of all positions reported by the Nemaska employed labour force were permanent and full-time positions, 72.3% were permanent positions and 89.4% of all the positions reported, regardless of their permanent, temporary and seasonal status, were full-time positions (10.6% were part-time positions); and the majority of all positions reported by the Cree employed labour force were also permanent and full-time positions; 54.2% were permanent positions and 93.1% of all the positions reported, regardless of their permanent, temporary and seasonal status were full-time positions (6.9% were part-time positions).

Part II – Community Level Perspective  
E - Cree Nation of Ouje-Bougoumou



Statistical Profile  
from the  
2008  
Cree Labour Market Survey



## Part II – Community Level Perspective

### E - Cree Nation of Ouje-Bougoumou

#### TABLE OF CONTENTS

	Page
Table of Contents	i
List of Tables	ii
List of Figures	iii
Executive Summary	v
<b>1.0 Ouje-Bougoumou Labour Force Dynamics</b>	<b>1</b>
1.1 Introduction	1
1.2 Ouje-Bougoumou Labour Force	1
<b>2.0 Ouje-Bougoumou Labour Force: Potential Size</b>	<b>5</b>
2.1 Introduction	5
2.2 Potential Size	5
2.3 Estimated New Job Requirements	6
<b>3.0 Ouje-Bougoumou Labour Force: Language Proficiency Levels</b>	<b>8</b>
3.1 Introduction	8
3.2 Language Proficiency Levels	8
<b>4.0 Ouje-Bougoumou Labour Force: School Attendance, Educational Achievement Levels and Major Fields of Study</b>	<b>12</b>
4.1 Introduction	12
4.2 School Attendance	12
4.3 Educational Achievement Levels	13
4.4 Major Fields of Study	16
<b>5.0 Ouje-Bougoumou Labour Force: Labour Market Activity</b>	<b>18</b>
5.1 Introduction	18
5.2 Participation and Unemployment Rates and Employment to Population Ratios	18
5.3 Industry Classification	24
5.4 Occupation Classification	27
5.5 Employment Status	28

## LIST OF TABLES

	Page
Table 2.2.1 Ouje-Bougoumou and Cree Labour Force: Potential Size (2008 CLMS)	5
Table 2.3.1 Ouje-Bougoumou and Cree Labour Force: Estimated New Job Requirements (2008 CLMS)	6
Table 3.2.1 Ouje-Bougoumou and Cree Labour Force: Language Proficiency Levels (2008 CLMS)	8
Table 4.2.1 Ouje-Bougoumou and Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)	12
Table 4.3.1 Ouje-Bougoumou and Cree Labour Force: Educational Achievement Levels (2008 CLMS)	14
Table 4.4.1 Ouje-Bougoumou and Cree Labour Force: Major Fields of Study (2008 CLMS)	16
Table 5.2.1 Ouje-Bougoumou and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)	18
Table 5.3.1 Ouje-Bougoumou and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	24
Table 5.3.2 Ouje-Bougoumou and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	25
Table 5.4.1 Ouje-Bougoumou and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	27
Table 5.5.1 Ouje-Bougoumou and Cree Labour Force: Employment Status (2008 CLMS)	29

## LIST OF FIGURES

	Page
Figure 1.2.1 Cree Labour Force by Community (2008 CLMS)	1
Figure 1.2.2 Cree and Ouje-Bougoumou Labour Force: Age Structure (2008 CLMS)	2
Figure 1.2.3 Cree Labour Force: Age/Gender (2008 CLMS)	2
Figure 1.2.4 Ouje-Bougoumou Labour Force: Age/Gender (2008 CLMS)	3
Figure 3.2.1 Ouje-Bougoumou Labour Force: Language Proficiency Levels (2008 CLMS)	10
Figure 3.2.2 Cree Labour Force: Language Proficiency Levels (2008 CLMS)	10
Figure 4.2.1 Ouje-Bougoumou and Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)	13
Figure 4.3.1 Ouje-Bougoumou and Cree Labour Force: Educational Achievement Levels (2008 CLMS)	15
Figure 4.4.1 Ouje-Bougoumou and Cree Labour Force: Major Fields of Study (2008 CLMS)	17
Figure 5.2.1 Ouje-Bougoumou and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)	21
Figure 5.2.2 Ouje-Bougoumou and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)	22
Figure 5.2.3 Ouje-Bougoumou and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)	22
Figure 5.3.1 Ouje-Bougoumou and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	26
Figure 5.3.2 Ouje-Bougoumou and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	26
Figure 5.4.1 Ouje-Bougoumou and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	28

**LIST OF FIGURES Cont'd**

	Page
Figure 5.5.1 Ouje-Bougoumou and Cree Labour Force: Permanent, Temporary, and Seasonal Employment Status (2008 CLMS)	30
Figure 5.5.2 Ouje-Bougoumou and Cree Labour Force: Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)	30

## **Executive Summary**

### **Labour Force Dynamics:**

#### **Ouje-Bougoumou Labour Force, Potential Size and Estimated New Job Requirements**

#### **Ouje-Bougoumou Labour Force**

As of March 31, 2008, the Ouje-Bougoumou labour force consisted of 405 individuals accounting for 4.4% of the Cree labour force and is expected to increase at a rate of approximately 3.8% per year, over the 2008-2013 period.

The Ouje-Bougoumou labour force is characterized by a youthful demographic structure, where:

- 27.2% is between 15-24 years of age;
- 55.6% is between 25-44 years of age; and
- 17.3 % is between 45-64 years of age.

This distribution is a direct result of the high population growth experienced over the past decade(s). In essence, the youthful demographic structure of the Ouje-Bougoumou population has translated into a young and rapidly expanding labour force.

#### **Potential Size and Estimated New Job Requirements**

Projections on the potential size and new job requirements estimate that the Ouje-Bougoumou labour force:

- will increase to 380 by 2013, an 18.8% increase of approximately 3.8 % per year;
- will require the creation of approximately 110 new jobs (22 new jobs per year) to attain full employment levels by 2013; and
- will require the creation of approximately 50 new jobs (10 new jobs per year) to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period.

The high number of new job requirements to attain full employment levels or to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period are a direct result of the youthful demographic structure of the Ouje-Bougoumou population.

## **Language: Language Proficiency Levels**

### **Language Proficiency Levels**

The analysis of the language proficiency levels of the Ouje-Bougoumou labour force reveals that:

- 98.8% is able to speak in the Cree language, 98.8% in the English language and 59.3% in the French language;
- 97.5% is able to speak in Cree and English languages, 59.3% in the Cree and French languages, 59.3% in the English and French languages and 59.3% in the Cree, English and French languages; and
- 27.2% is able to write in the Cree language, 95.1% in the English language and 37.0% in the French language.

The Cree language is predominately the non-official language spoken, the English language is predominately the official language spoken and written then the French language spoken and written.

## **Education: School Attendance and Educational Achievement Levels and Major Fields of Study**

### **School Attendance**

The analysis of the school attendance of the Ouje-Bougoumou, 15-24 years of age group, for the 2007-2008 academic year, reveals that:

- 38.1% were not attending school; and
- 61.9% were attending school.

All or a majority of the individuals that indicated that they were attending school during the 2007-2008 academic year were attending on a full-time basis.

### **Educational Achievement Levels**

The analysis of the educational achievement levels of the Ouje-Bougoumou labour force that were not attending school reveals that;

- 3.1% possess none (no formal education);
- 56.2% possess a grade 9 without a secondary graduation certificate and less;
- 7.8% possess a grade 9 and over with a secondary graduation certificate;
- 35.9% possess a post-secondary educational level (with or without a certificate, diploma or degree); and

- 25.0% possess post-secondary qualifications (with a certificate, diploma or degree) above the high school level.

The percentage of the Ouje-Bougoumou labour force with a less than post-secondary educational level is high when compared with the percentage with a post-secondary educational level (with or without a certificate, diploma or degree).

### **Major Fields of Study**

The analysis of the post-secondary qualifications and major fields of study of the Ouje-Bougoumou labour force that were not attending school reveals that 25.0% possess post-secondary qualifications (with a certificate, diploma or degree) above the high school level with strong interest in four of the eleven major fields of study classifications:

- the commerce, management and business administration fields;
- the educational, recreational and counseling services fields;
- the social sciences and related fields; and
- the engineering and applied sciences technologies and trades fields of study.

There is very little variation in the distribution; these four major fields of study account for 83.4% of the labour force with post-secondary qualifications.

### **Labour Market Activity:**

#### **Participation and Unemployment Rates and the Employment to Population Ratios, Industry, Occupation and Employment Status**

#### **Participation and Unemployment Rates and the Employment to Population Ratios**

An analysis of the Ouje-Bougoumou labour market reveals high participation and unemployment rates and a low employment to population ratio:

- the participation rate stood at 79.0% and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 38.1%;
- the unemployment rate stood at 15.6% and was high across all of the major age groups with the 15-24 and the 45-64 years of age groups showing higher unemployment rates of 37.5% and 21.4%, respectively; and
- the employment to population ratio stood at 66.7% and was low across all of the major age groups with the 15-64 and the 15-24 years of age groups showing lower employment to population ratios of 66.7% and 28.6%, respectively.

The high participation and unemployment rates that characterized the Ouje-Bougoumou labour market indicate that the Ouje-Bougoumou labour market has only been able to absorb a small percentage of the existing labour force and the low employment to population ratio indicates that

the Ouje-Bougoumou labour market has been able to utilize a low percentage of the existing labour force pool.

### **Industry**

The analysis of the industry to determine where the Ouje-Bougoumou employed labour force found employment reveals that the majority found employment in the tertiary industries, followed by the secondary and then the primary industries;

- 23.5% found employment in the primary;
- 3.9% found employment in the secondary; and
- 72.5% found employment in the tertiary industries

More specifically, the majority found employment in six of the eleven major industry classifications:

- the public administration;
- the agriculture forestry, fishing and hunting;
- the health and social services;
- the educational services;
- the management of companies and enterprise; and
- the construction industries.

There is very little variation in the distribution; these six industry classifications account for 83.3% of the Ouje-Bougoumou employed labour force. The data clearly shows the prevalent imbalance in the distribution, where the majority of find employment in the tertiary industries and very few find employment in the primary and secondary industries.

### **Occupation**

The analysis of the occupational classifications to determine where the Ouje-Bougoumou employed labour force found employment reveals that the majority found employment in five of the eleven main occupational classifications:

- the management, business, finance and administrative;
- the primary;
- the social science, education, government services and religion;
- the sales and services; and
- the trades, transport and equipment operators and related occupations.

There is very little variation in the distribution; these five main occupational classifications account for 87.2% of the Ouje-Bougoumou employed labour force.



## **Employment Status**

The analysis of the employment status reported by the Ouje-Bougoumou employed labour force reveals that:

- 62.7% were employed on a permanent basis;
- 13.7% were employed on a temporary basis; and
- 23.5% were employed on seasonal basis.

The majority of all positions reported were permanent and full time positions; 62.7% were permanent positions and 93.1%, regardless of their permanent, temporary and seasonal status, were full-time positions and 6.9% were part-time positions.

## 1.0 Ouje-Bougoumou Labour Force Dynamics

### 1.1 Introduction

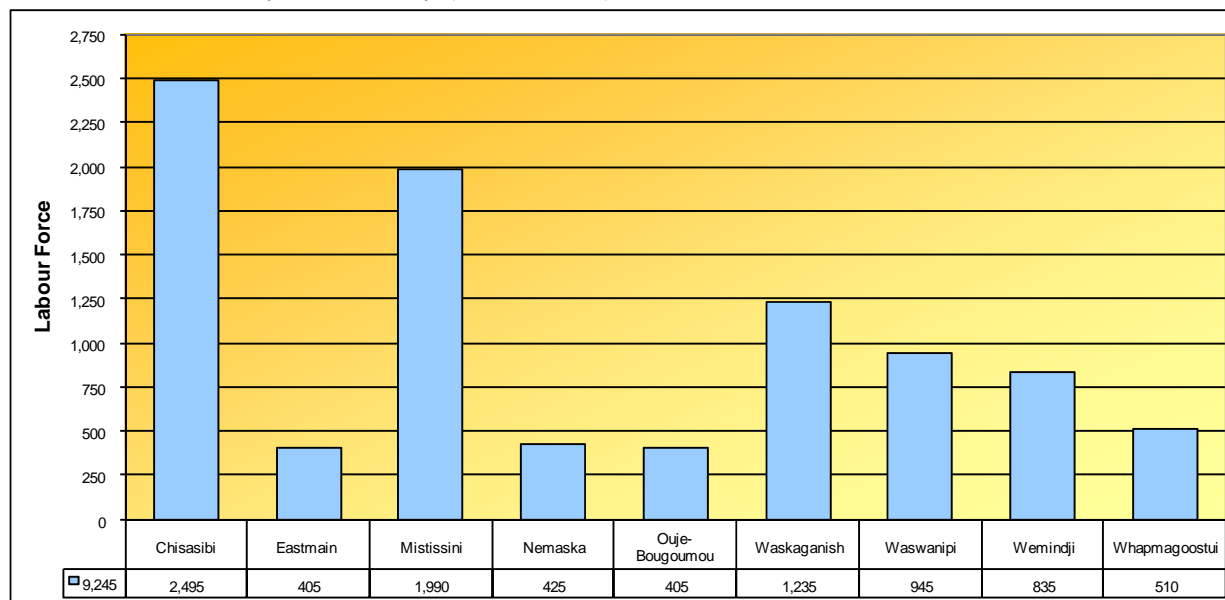
This section provides an analysis of the Ouje-Bougoumou labour force. It examines its size and age/gender distribution in comparison with the Cree labour force.

### 1.2 Ouje-Bougoumou Labour Force

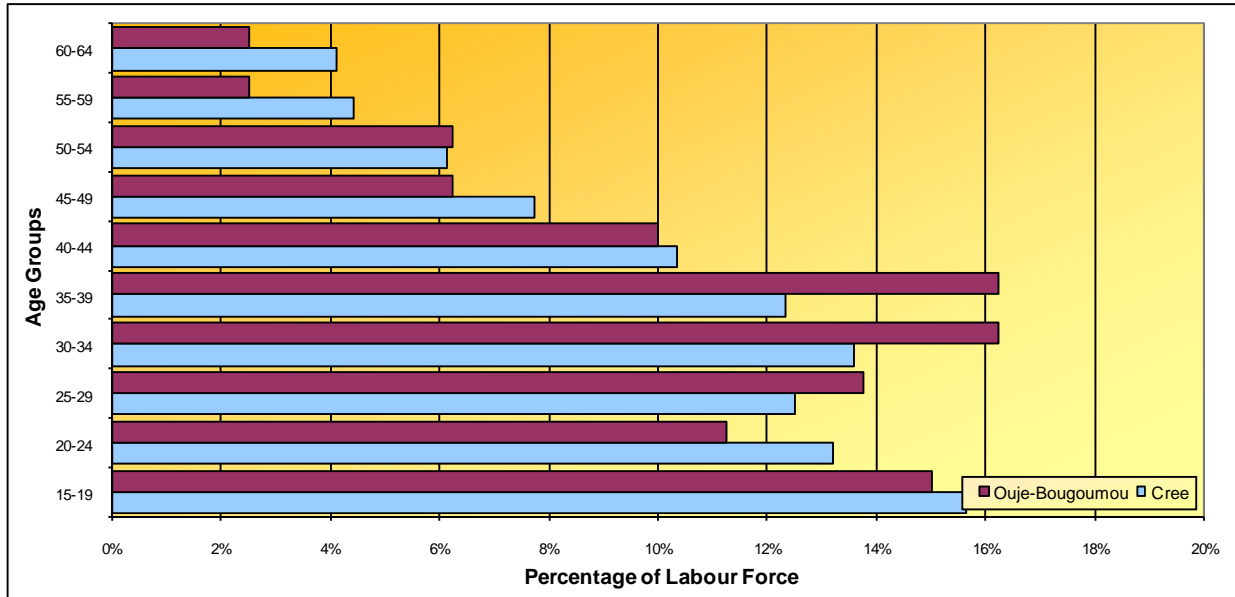
As of March 31, 2008, the Ouje-Bougoumou labour force consisted of 405 individuals accounting for 4.4% of the Cree labour force and, based on the basic analysis of emerging demographic trends, is expected to increase at a rate of approximately 3.7% per year over the 2008-2013 period, a growth rate that is higher than the expected growth rate for Cree labour force of approximately 2.6% per year.

Figure 1.2.1 shows the Ouje-Bougoumou labour force in comparison with the other Cree communities. Figure 1.2.2 shows the Ouje-Bougoumou and the Cree labour force age distribution, Figure 1.2.3 shows the Cree labour force age/gender distribution and Figure 1.2.4 shows the Ouje-Bougoumou labour force age/gender distribution.

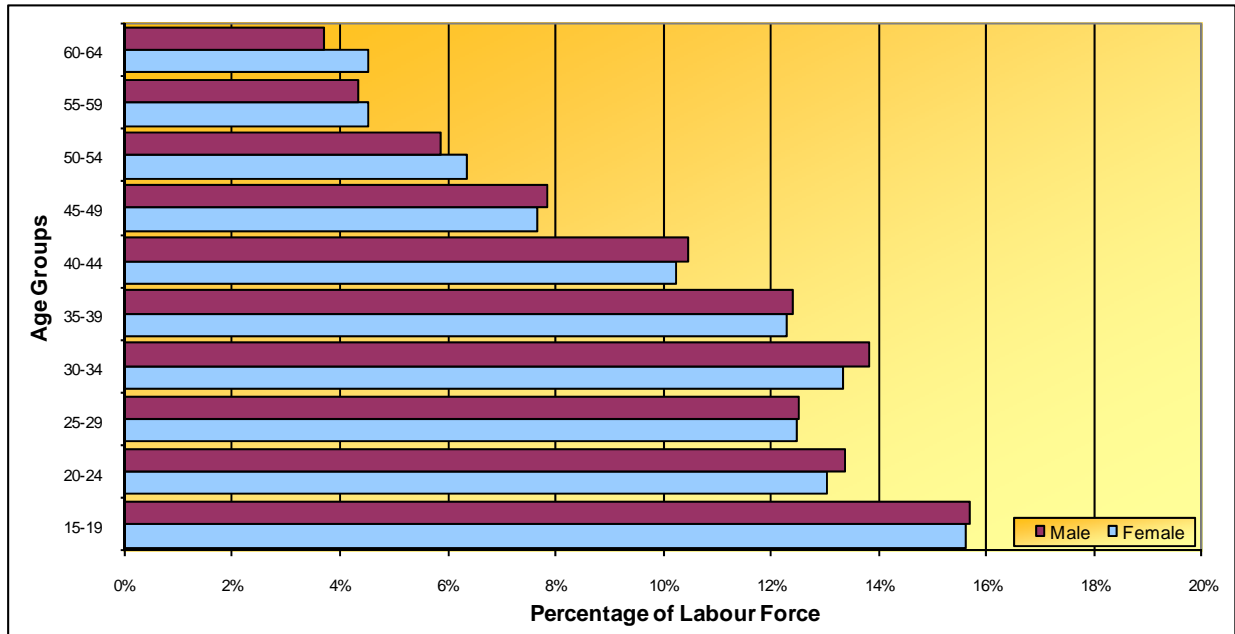
**Figure 1.2.1**  
Cree Labour Force by Community (2008 CLMS)



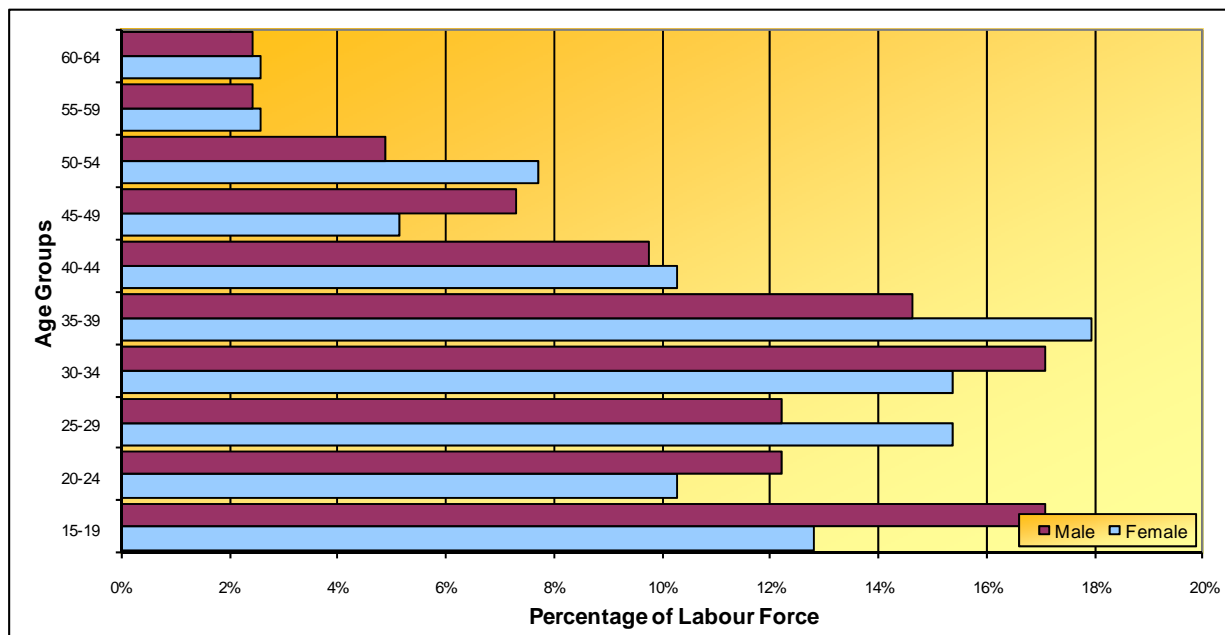
**Figure 1.2.2**  
**Ouje-Bougoumou and Cree Labour Force: Age Structure (2008 CLMS)**



**Figure 1.2.3**  
**Cree Labour Force by Age/Gender (2008 CLMS)**



**Figure 1.2.4**  
**Ouje-Bougoumou Labour Force by Age/Gender (2008 CLMS)**



The Ouje-Bougoumou labour force age distribution, as with the Cree labour force, shows a youthful demographic structure, where a greater number of the labour force is distributed near the bottom and decreasing numbers moving towards the top. The youthful demographic structure is clearly evident in the age/gender distribution; 27.2% is between 15-24 years of age (31.0% for males and 23.1% for females), 55.6% is between 25-44 years of age (52.4% for males and 59.0% for females) and 17.3% is between 45-64 years of age (16.7% for males and 17.9% for females). The Cree labour force age/gender distribution also shows this youthful demographic structure; 28.8% is between 15-24 years of age (29.0% for males and 28.5% for females), 48.8% is between 25-44 years of age (49.2% for males and 48.4% for females) and 22.4% is between 45-64 years of age (21.8% for males and 23.1% for females).

A similar analysis that compares the labour force age group percentage distribution of the Ouje-Bougoumou labour force as a percentage of the Cree labour force also shows this youthful demographic structure; the 15-24 years of age group population represents 1.2% of the Cree 15-24 years of age group (1.4% for males and 1.0% for females), the 25-44 years of age group represents 2.4% of the Cree 25-44 years of age group (2.4% for males and 2.5% for females) and the 45-64 years of age group represents 0.8% of the Cree 45-64 years of age group (0.8% for the males and 0.8% for females).

As with the Cree labour force, this youthful demographic structure can be expected to continue into the next decade. In essence, the youthful demographic structure of the Ouje-Bougoumou population has translated into a young and rapidly expanding labour force: a direct result of the high population growth rate that, as with the Cree population, has been brought about by a combination of factors such as; high fertility rates, an increase in the number of females entering their fertility years (15-49 years of age), low infant mortality rates and improved health care

services which bring about increases in the life expectancy at birth and at 65 years of age.<sup>1</sup> A combination of factors that guarantees a sustained population growth that eventually translates into a young and rapidly expanding labour force.

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<sup>1</sup> These factors were discussed in detail in the “Nine Cree Communities of Eeyou Istchee, Statistical Profile from the 2003 Cree labour Market Survey, March 2005, Part I, Section 2.2, p.7.

## 2.0 Ouje-Bougoumou Labour Force: Potential Size

### 2.1 Introduction

This section provides an analysis of the potential size of the Ouje-Bougoumou labour force and the corresponding estimated number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 in comparison with the Cree labour force.

It should be noted that these estimates do not include the effects of in/out migration or the late registration of births and deaths. These estimates are not predictions but rather they are attempts to establish plausible scenarios, based on the basic analysis of emerging demographic trends and given the fact that any projections of the potential size of the labour force that are based on past estimates become less and less reliable as the time frame is extended, the estimates derived here are limited to the 2008-2013 period.

### 2.2 Ouje-Bougoumou Labour Force: Potential Size

As with any population, the age structure determines the growth pattern of the labour force. A population that is, as with the Cree population, characterized by a youthful demographic structure ensures a high number of new labour market entrants over the 2008-2013 period.

The estimated potential size of the Ouje-Bougoumou and the Cree labour force uses basic projection analysis, the 2008 male and female participation rates of the Ouje-Bougoumou and the Cree labour force and an assumed 0.0% participation rates for those individuals who will be leaving the Ouje-Bougoumou and the Cree labour markets. Incorporating the actual male and female participation rates in the estimation, and assuming a 0.0% participation rate for those individuals who will be leaving the Ouje-Bougoumou and the Cree labour markets, will allow for the estimation of the total number of individuals who will become/remain active participants in the Ouje-Bougoumou and the Cree labour markets so that the potential size of the Ouje-Bougoumou and the Cree labour force can be estimated, given the population data. Table 2.2.1 shows the resulting estimates of the potential size of the Ouje-Bougoumou and the Cree labour force for the 2008-2013 period.

**Table 2.2.1  
Ouje-Bougoumou and Cree Labour Force: Potential Size (2008 CLMS)**

Labour Force (15-64 years of age)	Ouje-Bougoumou	Cree
<b>2008 Labour Force</b>	<b>320</b>	<b>7,525</b>
Male	165	3,935
Female	160	3,585
<b>2009-2013 Entrants</b>	<b>60</b>	<b>920</b>
Male	35	530
Female	25	390
<b>2013 Labour Force</b>	<b>380</b>	<b>8,445</b>
Male	195	4,470
Female	185	3,975

Based on these estimates, the labour force will have increased to 380 by 2013, an 18.8% increase of approximately 3.8% per year. Over the same period, the Cree labour force will have increased to 8,445, a 12.2% increase of approximately 2.4% per year.

### **2.3 Ouje-Bougoumou Labour Force: Estimated New Job Requirements**

As with any population, the age structure of the population determines the growth pattern of the labour force and when combined with the male and female participation and unemployment rates of the labour force determines the growth pattern of the new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013. With a population that is characterized by a youthful demographic structure and a labour market that is characterized by high participation and unemployment rates: a high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 can be expected with absolute certainty.

The estimates on the total number of new jobs requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Ouje-Bougoumou and the Cree labour force uses basic projection analysis, the actual 2008 male and female participation and unemployment rates of the Ouje-Bougoumou and the Cree labour force and an assumed 0.0% participation rate for those individuals who will be leaving the Ouje-Bougoumou and the Cree labour markets. Incorporating the actual male and female participation and unemployment rates in the estimation and assuming a 0.0% participation rate for those individuals who will be leaving the Ouje-Bougoumou and the Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants and the total number of individuals who will be unemployed in the Ouje-Bougoumou and the Cree labour markets and, hence, allow for an estimation of the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013, given the population data. Table 2.3.1 shows the resulting estimates on the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Ouje-Bougoumou and the Cree labour force.

**Table 2.3.1  
Ouje-Bougoumou and Labour Force: Estimated New Job Requirements (2008 CLMS)**

Number of new job requirements in 2013	Ouje-Bougoumou	Cree
to <u>attain</u> full employment levels	110	2,650
to <u>maintain</u> 2008 employment levels	50	700

Based on these estimates, the Ouje-Bougoumou labour force will have increased to 380 by 2013 and in order to attain full employment levels in 2013, an estimated 110 new jobs would be required (22 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 50 new jobs would be required (10 new jobs per year). The high population growth experienced over the past decade(s) has resulted in a large increase in the Ouje-Bougoumou labour force due

to the high number of individuals entering the Ouje-Bougoumou labour market that are not being equally offset by the number of individuals leaving the Ouje-Bougoumou labour market. The data clearly shows that there are and will be more young individuals entering the Ouje-Bougoumou labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 5.5 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or just to maintain 2008 employment levels in 2013.

The Cree labour force will have increased to 8,445 by 2013 and in order to attain full employment levels in 2013, an estimated 2,650 new jobs would be required (530 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 700 new jobs would be required (140 new jobs per year). As with the Ouje-Bougoumou population, the Cree population has experienced a high population growth over the past decade(s) that has resulted in a large increase in the Cree labour force due to the high number of individuals entering the Cree labour market that are not being equally offset by the number of individuals leaving the Cree labour market. The data clearly shows that there are and will be more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013.



### 3.0 Ouje-Bougoumou Labour Force: Language Proficiency Levels

#### 3.1 Introduction

This section provides an analysis of the language proficiency levels of the Ouje-Bougoumou labour force in comparison with the Cree labour force.

The language section of the CLMS asked individuals, 15-64 years of age, to indicate the language(s) they are able to communicate in (spoken only and spoken and written). It was set up to capture all of the language(s), official and non-official languages the individual is able to communicate in, so multiple responses were allowed.

It should be noted that the analysis on the language proficiency levels only deals with the Cree, English and French languages even though there may be other languages that may have been indicated by the Ouje-Bougoumou and the Cree labour force.

#### 3.2 Ouje-Bougoumou Labour Force: Language Proficiency Levels

Individuals, 15-64 years of age, were asked to indicate the language(s) they are able to communicate in (spoken only and spoken and written). Table 3.2.1 shows the language characteristics of the Ouje-Bougoumou and the Cree labour force. The data is presented so that the indicated language(s) (spoken only and spoken and written) covers all of the language(s) that were indicated as a single response or as a multiple response, as a percentage of the Ouje-Bougoumou and the Cree labour force.

**Table 3.2.1  
Ouje-Bougoumou and Cree Labour Force: Language Proficiency Levels (2008 CLMS)**

Labour Force (15-64 years of age) Language(s)	Ouje-Bougoumou		Cree	
	Spoken only	Spoken and Written	Spoken only	Spoken and Written
Cree	98.8%	27.2%	98.7%	22.1%
English	98.8%	95.1%	98.7%	95.4%
French	59.3%	37.0%	37.2%	26.5%
Cree and English	97.5%	24.7%	97.5%	21.2%
Cree and French	59.3%	8.6%	36.6%	8.1%
English and French	59.3%	35.8%	37.0%	25.4%
Cree, English and French	59.3%	8.6%	36.4%	7.9%

The percentage of the Ouje-Bougoumou labour force that indicated that is able to speak in the Cree, in the English and in the French languages is high and is higher than that of the Cree labour force.

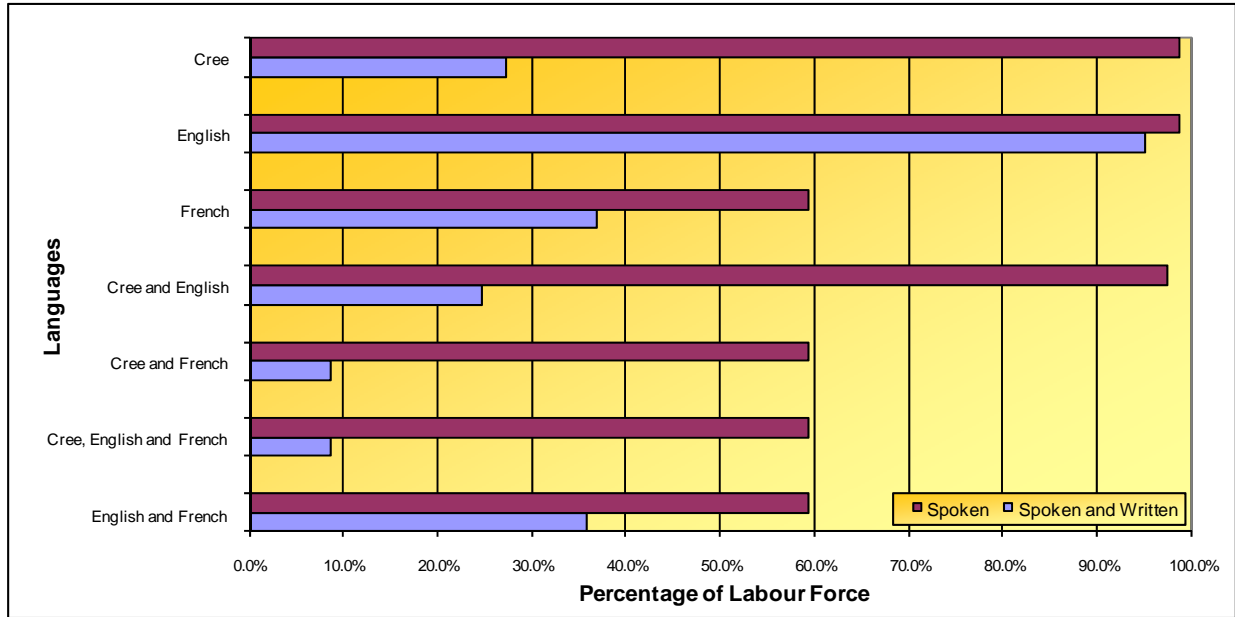
The data shows that 98.8% of the Ouje-Bougoumou labour force is able to speak in the Cree language, 98.8% is able to speak in the English language and 59.3% is able to speak in the French language. There is a high percentage that indicated that it is able to speak in more than one language; in the Cree and English, in the Cree and French, in the English and French and in

the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. The Cree and the English language(s) are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and spoken and written categories, 98.8% and 27.2%, 98.8% and 95.1%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentages of 59.3% and 37.0%, respectively. For the Cree labour force, 98.7% is able to speak in the Cree language, 98.7% is able to speak in the English language and 37.2% is able to speak in the French language. There is a high percentage that indicated that it is able to speak in more than one language; in the Cree and English, in the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. As with the Ouje-Bougoumou labour force, the Cree and the English languages are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and in the spoken and written categories, 98.7% and 22.1%, 98.7% and 95.4%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentages of 37.2% and 26.5%, respectively.

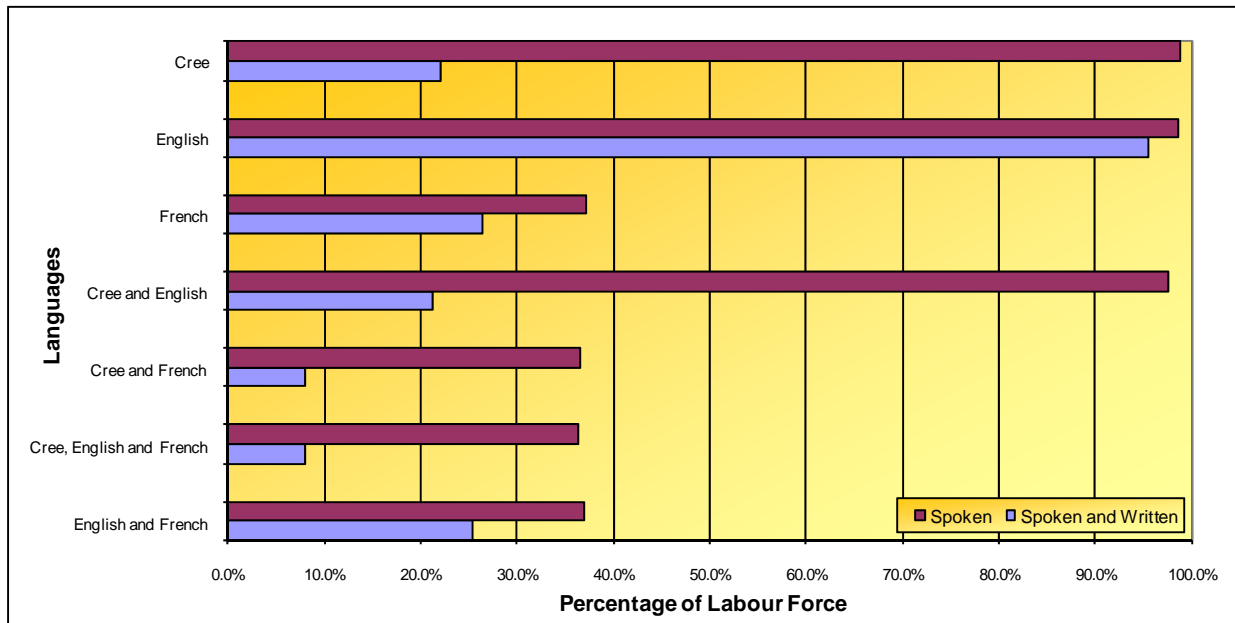
There is a large segment of the Ouje-Bougoumou labour force that cannot write in the Cree language; only 27.2% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 95.1% and 37.0%, respectively. This is similar for the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French languages. The percentage that indicated that it is able to write in the Cree and English and the English and French languages is higher than percentage that indicated that it is able to write in the Cree and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to write in the English and in the French languages compared to the percentage that indicated that it is able to write in the Cree language. There is also a large segment of the Cree labour force that cannot write in the Cree language; 22.1% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 95.4% and 26.5%, respectively. This is similar for the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French languages. The percentage that indicated that it is able to write in the English and French languages is higher than the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French because of the higher percentage that indicated that it is able to write in the English and in the French languages compared to the percentage that indicated that it is able to write in the Cree language.

Figure 3.2.1 shows the language proficiency levels of the Ouje-Bougoumou labour force and Figure 3.2.2 shows the language proficiency levels of the Cree labour force, graphically.

**Figure 3.2.1  
Ouje-Bougoumou Labour Force: Language Proficiency Levels (2008 CLMS)**



**Figure 3.2.2  
Cree Labour Force: Language Proficiency Levels (2008 CLMS)**



Overall, for the Ouje-Bougoumou and the Cree labour force, the Cree language is predominately the non-official language spoken and the English language is predominately the official language spoken and written then the French language spoken and written.

#### 4.0 Ouje-Bougoumou Labour Force: School Attendance and Educational Achievement Levels and Major Fields of Study

##### 4.1 Introduction

This section provides an analysis of the school attendance, the educational achievement levels and the major fields of study of the Ouje-Bougoumou labour force in comparison with the Cree labour force.

The education section of the CLMS asked individuals, 15-64 years of age, to provide information on their educational background. To indicate their current educational status, the highest grade of elementary or high school attended (completed or not) and/or the highest year of university or any other non-university completed major field of study and full-time or part-time status.

##### 4.2 Ouje-Bougoumou Labour Force: School Attendance

Individuals, 15-64 years of age, were asked if they had or were currently attending school during the 2007-2008 academic year and, if so, to indicate either high school, college, university or other and to specify full-time or part-time attendance. This allowed for the identification of the school attendance and full-time and part-time attendance levels. Table 4.2.1 shows the school attendance of the Ouje-Bougoumou and the Cree, 15-24 years of age groups.

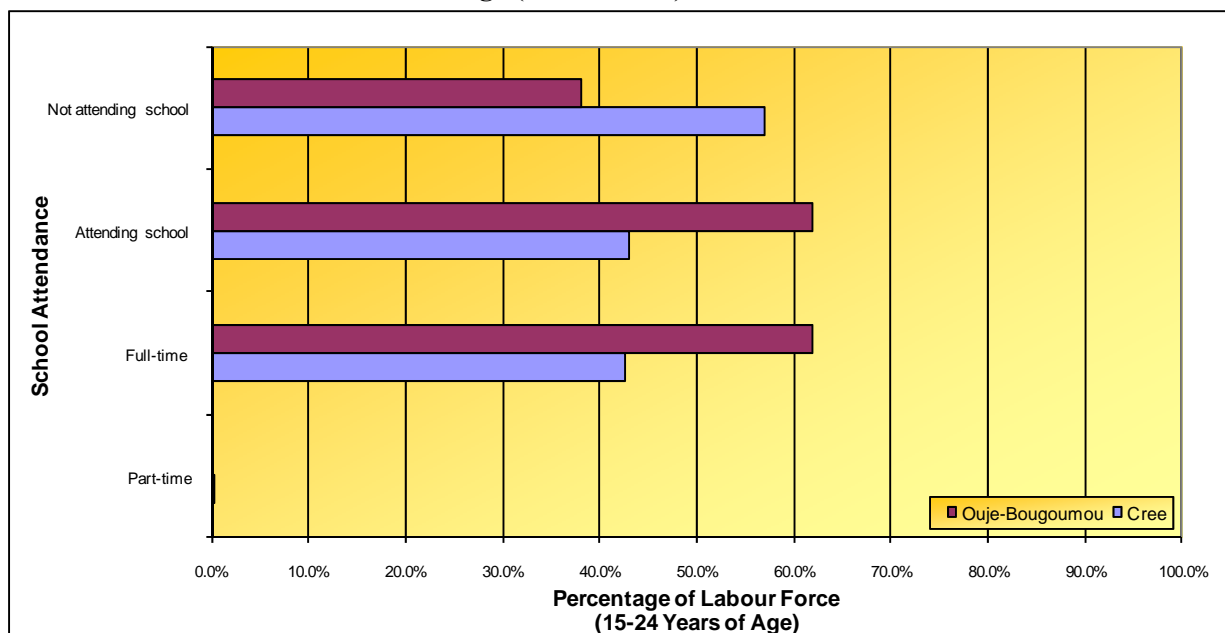
**Table 4.2.1**  
**Ouje-Bougoumou and Cree Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**

Labour Force (15-24 years of age) School Attendance	Ouje-Bougoumou	Cree
Not attending school	38.1%	57.0%
Attending school	61.9%	43.0%
Full-time	61.9%	42.6%
Part-time	0.0%	0.4%

The school attendance of the Ouje-Bougoumou, 15-24 years of age group, for the 2007-2008 academic year, is high and is higher than the school attendance of the Cree, 15-24 years of age group; 61.9% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 61.9% were attending school on a full-time basis and 0.0% on a part-time basis. The school attendance of the Cree, 15-24 years of age group, for the 2007-2008 academic year, is low and is also lower than the school attendance of the Ouje-Bougoumou, 15-24 years of age group; 43.0% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 42.6% were attending school on a full-time basis and 0.4% on a part-time basis.

Figure 4.2.1 shows the school attendance, full-time and part-time attendance of the Ouje-Bougoumou and the Cree, 15-24 years of age groups, graphically.

**Figure 4.2.1**  
**Ouje-Bougoumou and Cree Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**



Overall, the school attendance of the Ouje-Bougoumou, 15-24 years of age group is high and all of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis. The school attendance of the Cree, 15-24 years of age group is low and all or a majority of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis.

It is important to note that, in general, for all populations, full-time school attendance is higher among the younger age groups and generally decline in the older age groups and since the analysis is limited to the 15-24 years of age group where most of these individuals were attending high school or attending a post-secondary educational institution at some point during the 2007-2008 academic year, both requiring full-time attendance, hence, the high full-time school attendance reported.

### 4.3 Ouje-Bougoumou Labour Force: Educational Achievement Levels

Individuals, 15-64 years of age, were asked to indicate their highest grade of elementary or high school attended (completed or not) and/or the highest level of university or any other non-university completed. This allowed for the identification of the highest educational level attained so that it could be classified according to the eleven standard educational achievement level classifications. The educational achievement level classification an individual falls into is determined by their highest level of education. For example, an individual with both a college diploma and a university degree would fall in the university with bachelor's degree or higher classification. Table 4.3.1 shows the educational achievement levels of the Ouje-Bougoumou and the Cree labour force that were *not attending school*.

**Table 4.3.1**  
**Ouje-Bougoumou and Cree Labour Force**  
**Educational Achievement Levels (2008 CLMS)**

Labour Force (15-64 years of age) Educational Achievement Level	Ouje-Bougoumou	Cree
None	3.1%	3.1%
Less than grade 9	25.0%	31.9%
Grade 9 without a secondary graduation certificate	28.1%	27.7%
Grade 9 with a secondary graduation certificate	7.8%	11.8%
Trades certificate or diploma	3.1%	2.5%
Some postsecondary without degree, certificate or diploma	0.0%	0.0%
Other non-university education without certificate or diploma	10.9%	9.7%
Other non-university education with certificate or diploma	17.2%	8.7%
University without degree without certificate or diploma	0.0%	0.0%
University without degree with certificate or diploma	1.6%	1.5%
University with bachelor's degree or higher	3.1%	3.1%

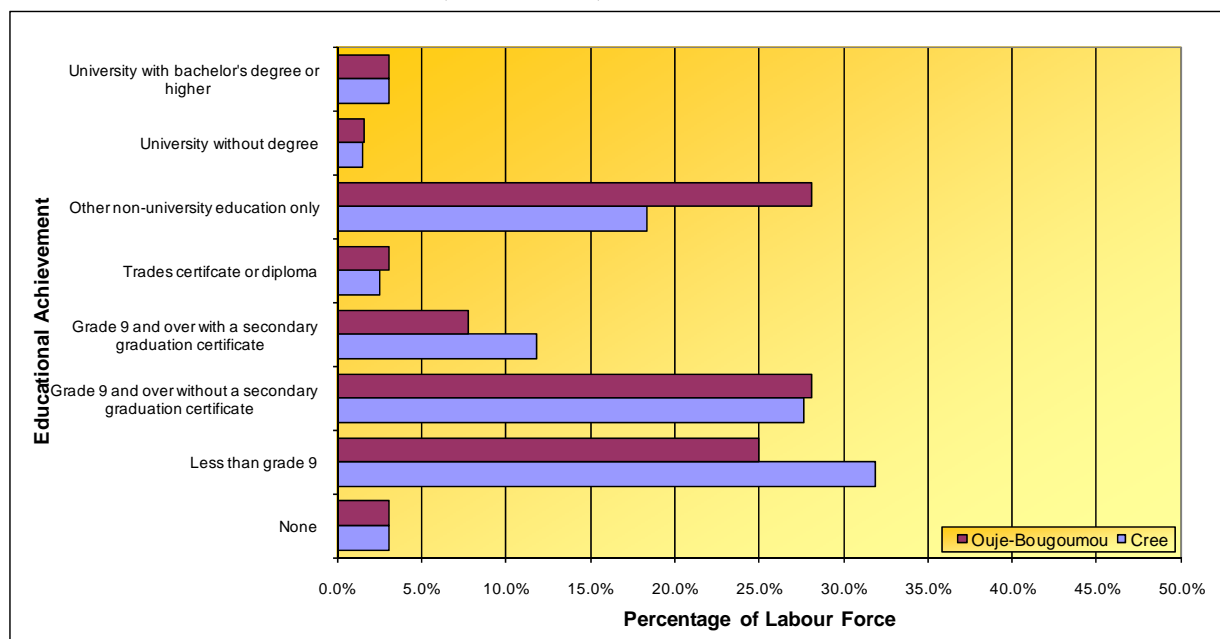
The percentage of the Ouje-Bougoumou labour force with a less than a post-secondary educational level is high but is lower than that of the Cree labour force with only the grade 9 without a secondary graduation certificate showing a slightly higher percentage; 64.0% possess a less than a post-secondary educational level, 56.2% possess a grade 9 without a secondary graduation certificate and less and 7.8% possess a grade 9 and over with a secondary graduation certificate. The percentage of the Cree labour force with a less than a post-secondary educational level is high and is also higher than that of the Ouje-Bougoumou labour force with the less than grade 9 and the grade 9 with a secondary graduation certificate showing higher percentages; 74.5% of the Cree labour force possess a less than a post-secondary educational level, 62.7% possess a grade 9 without a secondary graduation certificate and less and 11.8% have a grade 9 and over with a secondary graduation certificate.

The percentage of the Ouje-Bougoumou labour force with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low but are higher than that of the Cree labour force with the trades certificate or diploma, the other non-university education without certificate or diploma, the other non-university without degree with a certificate or diploma and with the university without degree with certificate or diploma showing higher percentages; 35.9% possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 25.0% possess post-secondary qualifications above the high school level. As a percentage of the labour force with post-secondary qualifications (with a certificate, diploma or degree); 12.5% possess trades certificate or diploma, 68.8% possess other non-university education without degree with certificate or diploma, 6.3% possess university without degree with certificate or diploma and 12.5% possess university bachelor's degree or higher. The percentage of the Cree labour force with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low and are lower than that of the Ouje-Bougoumou labour force; 25.5 % possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 15.9% possess post-secondary qualifications above the high school level. As a percentage of the labour force with post-

secondary qualifications (with a certificate, diploma or a degree); 16.8% possess trades certificate or diploma, 53.9% possess other non-university education with certificate or diploma, 9.9% possess university without degree with certificate or diploma and 19.4% possess university bachelor's degree or higher.

Figure 4.3.1 shows the educational achievement levels of the Ouje-Bougoumou and the Cree labour force that were *not attending school*, graphically.

**Figure 4.3.1**  
**Ouje-Bougoumou and Cree Labour Force**  
**Educational Achievement Levels (2008 CLMS)**



Overall, the percentage of the Ouje-Bougoumou labour force with a less than post-secondary educational level is high but is lower than that of the Cree labour force, with only the Grade 9 without a secondary graduation certificate showing a slightly higher percentage. The percentage with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low but are higher than that of the Cree labour force with the trades certificate or diploma, the other non-university education without certificate or diploma and the other non-university without degree with a certificate or diploma and with the university without degree with certificate or diploma showing higher percentages. The percentage of the Cree labour force with a less than post-secondary educational level is high and is higher than that of the Ouje-Bougoumou labour force, with the less than grade 9 and the grade 9 with a secondary graduation certificate showing higher percentages. The percentage with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low and are lower than that of the Ouje-Bougoumou labour force.



It is important to note that the educational achievement levels normally reported include individuals that are still in school and this tends to skew the educational achievement levels. This is clearly evident in the two educational achievement level classifications: the less than grade 9 and the grade 9 and over without a secondary graduation certificate. Before any adjustments were made for the “*not attending school*,” these two classifications account for approximately 55.6% of the Ouje-Bougoumou labour force (61.6% of the Cree labour force). After the adjustments were made, these two classifications account for approximately 53.1% of the Ouje-Bougoumou labour force (59.7% of the Cree labour force). The unadjusted data on the educational achievement levels of the Ouje-Bougoumou and the Cree labour force is provided in Appendix C: Cree Labour Force by Community, Education: School Attendance; Educational Achievement Levels and Major Fields of Study.

With respect to the trades certificate or diploma classification: trades certificate or diploma are considered as “*post-secondary qualifications*” in the educational achievement level analysis, even though completion of secondary school may not have been a prerequisite for some trade apprenticeships programs.

#### **4.4 Ouje-Bougoumou Labour Force: Major Fields of Study**

Individuals, 15-64 years of age, with post-secondary qualifications, were asked to specify their major field of study at the highest level of university or any other non-university completed. This allowed for the identification of the major fields of study so that they could be classified according to the eleven standard major fields of study classifications. Table 4.4.1 shows the major fields of study of the Ouje-Bougoumou and the Cree labour force with post-secondary qualifications that were *not attending school*.

**Table 4.4.1  
Ouje-Bougoumou and Cree Labour Force: Major Fields of Study (2008 CLMS)**

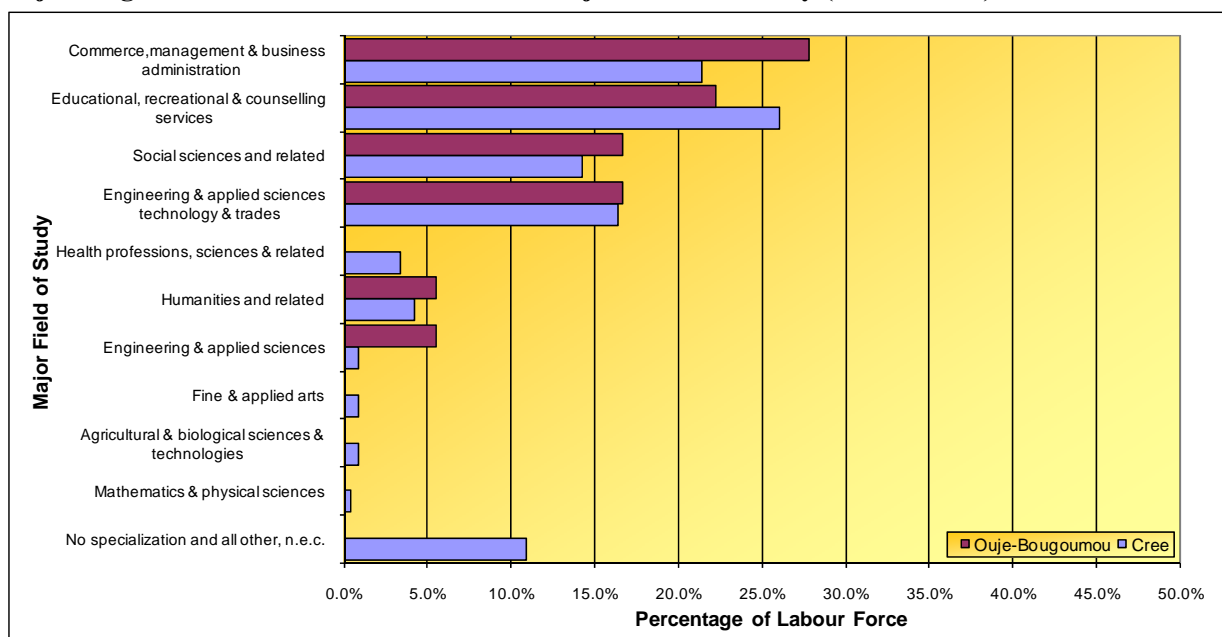
Labour Force (15-64 years of age) Major Field of Study	Ouje-Bougoumou	Cree
Educational, recreational & counselling services	22.2%	26.1%
Fine & applied arts	0.0%	0.8%
Humanities and related fields	5.6%	4.2%
Social sciences and related fields	16.7%	14.3%
Commerce, management & business administration	27.8%	21.4%
Agricultural & biological sciences & technologies	0.0%	0.8%
Engineering & applied sciences	5.6%	0.8%
Engineering & applied sciences technology & trades	16.7%	16.4%
Health professions, sciences & related fields	0.0%	3.4%
Mathematics & physical sciences	0.0%	0.4%
No specialization and all other, n.e.c.	0.0%	10.9%

The percentage of the Ouje-Bougoumou labour force with post-secondary qualifications (with a certificate, diploma or degree) is low but is higher than that of the Cree labour force; 25.0% possess post-secondary qualifications and four major fields of study account for 83.4% of the labour force with a post-secondary educational qualifications; 27.8% showed a strong interest in the commerce, management and business administration fields, 22.2% showed a strong interest

in the educational, recreational and counseling services fields, 16.7% showed a strong interest in the social sciences and related fields and 16.7% showed a strong interest in engineering and applied sciences technology and trades fields of study. The percentage of the Cree labour force with post-secondary qualifications (with a certificate, diploma or degree) is low and is lower than that of the Ouje-Bougoumou labour force; 15.9% possess post-secondary qualifications and the same four major fields of study account for 78.2% of the labour force with a post-secondary educational qualifications; 21.4% showed interest in the commerce, management and business administration fields, 26.1% showed a strong interest in the educational, recreational and counseling services fields, 14.3% showed a strong interest in the social sciences and related fields and 16.4% showed a strong interest in the engineering and applied sciences, technology and trades fields of study.

Figure 4.4.1 shows the major fields of study of the Ouje-Bougoumou and the Cree labour force with post-secondary qualifications that were *not attending school*, graphically.

**Figure 4.4.1**  
**Ouje-Bougoumou and Cree Labour Force: Major Fields of Study (2008 CLMS)**



Overall, there is very little variation in the major fields of study of the Ouje-Bougoumou and the Cree labour force with post-secondary qualifications. A higher percentage of the Ouje-Bougoumou labour force with post-secondary qualifications possess post-secondary qualifications in three of the four major fields of study; the commerce, management and business administration, the social sciences and related fields and the engineering and applied sciences, technology and trades fields of study; and a higher percentage of the Cree labour force with post-secondary qualifications possess post-secondary qualifications in one of the four major fields of study; the educational, recreational and counseling services fields of study.

## 5.0 Ouje-Bougoumou Labour Force: Labour Market Activity

### 5.1 Introduction

This section provides an analysis of the labour market activity of the Ouje-Bougoumou labour force; the participation, the unemployment rates, the employment to population ratios, the industry and occupation classifications (broad groups) and the employment status in comparison with the Cree labour force.

The employment and the employment history sections of the CLMS asked individuals, 15-64 years of age, to provide information on their labour market status (employed/unemployed) and on their current/previous employment (occupation and employment status, etc.).

### 5.2 Ouje-Bougoumou Labour Force: Participation and Unemployment Rates and Employment to Population Ratios

Individuals, 15-64 years of age, were asked to indicate their labour market status and, if unemployed, to indicate whether or not they were actively seeking employment at the time of, or during the 4-week period prior to the CLMS (March 2, 2008 to March 29, 2008). The allowed for the participation and unemployment rates and the employment to population ratios, three of the most widely used indicators of the labour market activity to be determined. The participation rate refers to the labour force who, at the time of the CLMS, were actively seeking employment as a percentage of the total labour force, 15-64 years of age; the unemployment rate refers to the total labour force who, at the time of the CLMS, were unemployed but were actively seeking employment as a percentage of the total labour force, 15-64 years of age; and the employment to population ratio refers to the labour force who, at the time of the CLMS, were employed as a percentage of the total population, 15-64 years of age. Table 5.2.1 shows the 2008 labour force participation and unemployment rates and the employment to population ratios of the Ouje-Bougoumou and the Cree labour force.

**Table 5.2.1**  
**Ouje-Bougoumou and Cree Labour Force:**  
**Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)**

Labour Force (15-64 years of age) Participation, Unemployment Rates and Employment to Population Ratios	Ouje-Bougoumou	Cree
<b>Participation rate</b>	<b>79.0%</b>	<b>81.4%</b>
Male	78.6%	85.3%
Female	79.5%	77.4%
<b>Unemployment rate</b>	<b>15.6%</b>	<b>22.8%</b>
Male	21.2%	27.0%
Female	9.7%	18.1%
<b>Employment to population ratio</b>	<b>66.7%</b>	<b>62.8%</b>
Male	61.9%	62.3%
Female	69.2%	63.4%

In 2008, the Ouje-Bougoumou and the Cree labour markets were characterized by high participation and unemployment rates and low employment to population ratios.

The participation rate for the Ouje-Bougoumou labour force stood at 79.0% (78.6% for the males and 79.5% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 38.1% (41.7% for the males and 44.4% for the females). The participation rates by gender show that the male participation rates were consistently higher than those of the females across all age groups with the 15-64 and 15-24 years of age groups showing lower participation rates of 79.0% (78.6% for the males and 79.5% for the females) and 38.1% (41.7% for the males and 44.4% for the females), respectively. The male participation rates were high across all of the major age groups with the 15-64 and 15-24 years of age groups showing slightly lower participation rates of 78.6% and 41.7%, respectively. The female participation rates were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower participation rates of 79.5% and 44.4%, respectively. The participation rate for the Cree labour force stood at 81.4% (85.3% for the males and 77.4% for the females) was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 56.8% (46.6% for the males and 55.4% for the females). The participation rates by gender show that the male participation rates were consistently higher than those of the females across all of the major age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 46.6%. The female participation rates were also high across all of the major age groups with the 15-64 and the 15-24 years of age groups showing lower participation rates of 77.4% and 55.4%, respectively.

The Ouje-Bougoumou labour force participation rate was lower than the participation rate for the Cree labour force and was higher across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 38.1%. The participation rates by gender show that the male participation rates were lower across all of the major age groups with the 25-64 and the 45-64 years of age groups showing higher participation rates of 96.7% and 100.0%, respectively, and the female participation rates were also higher across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 44.4%.

The unemployment rate for the Ouje-Bougoumou labour force stood at 15.6% (21.2% for the males and 9.7% for the females) and was high across all of the major age groups with the 15-24 and 45-64 years of age groups showing a higher unemployment rates of 37.5% (40.0% for the males and 25.0% for the females) and 21.4% (28.6% for the males and 12.5% for the females), respectively. The unemployment rates by gender show that the male unemployment rates were consistently higher than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-24 and 45-64 years of age groups showing higher unemployment rates of 40.0% and 28.6%, respectively. The female unemployment rates were also high across all of the major age groups with the 15-24 and 45-64 years of age groups showing higher unemployment rates of 25.0% and 12.5%, respectively. The unemployment rate for the Cree labour force stood at 22.8% (27.0% for the males and 18.1% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 41.9% (46.6% for the males and 36.7% for the females) and the 45-64 years of age group showing a lower unemployment rate of

14.6% (19.4% for the males and 9.6% for the females). The unemployment rates by gender show that the male unemployment rates were consistently higher than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 46.6% and the 45-64 years of age group showing a lower unemployment rate of 19.4%. The female unemployment rates were also high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 36.7% and the 45-64 years of age group showing a lower unemployment rate of 9.6%.

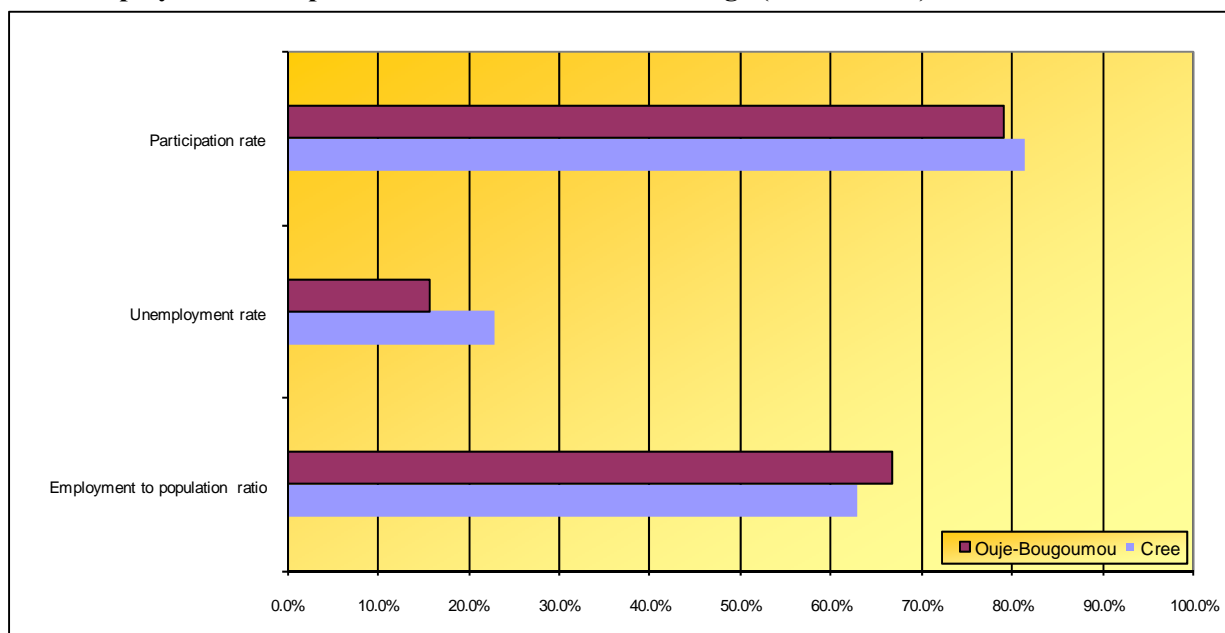
The Ouje-Bougoumou labour force unemployment rate was lower than the unemployment rate for the Cree labour force and was lower across all of the major age groups with 45-64 years of age group showing a higher unemployment rate of 21.4%. The unemployment rates by gender show that the male unemployment rates were lower across all of the major age groups with the 45-64 years of age group showing a higher unemployment rate of 28.6% and the female unemployment rates were lower across all of the major age groups with the 45-64 years of age group showing a higher unemployment rate of 12.5%.

The employment to population ratio for the Ouje-Bougoumou labour force stood at 66.7% (61.9% for the males and 69.2% for the females) and was high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 66.7% (61.9% for the males and 69.2% for the females) and 28.6% (25.0% for the males and 33.3% for the females). The employment to population ratios by gender show that the male employment to population ratios were consistently lower than those of the females across all of the major age groups with only the 25-44 years of age group showing a higher employment to population ratio of 82.6% (81.8% for the females). The male employment to population ratios were low across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 61.9% and 25.0%, respectively. The female employment to population ratios were high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 69.2% and 33.3%, respectively. The employment to population ratio for the Cree labour force stood at 62.8% (62.3% for the males and 63.4% for the females) and was low across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment ratios of 62.8% (62.3% for the males and 63.4% for the females) and 33.2% (32.3% for the males and 35.1% for the females, respectively, and the 45-64 years of age group showing a higher employment to population of 78.6% (76.9% for the males and 80.3% for the females). The employment to population ratios by gender show that the male employment to population ratios were consistently lower than those of the females across all of the major age groups with the 25-44 years of age group showing a higher employment to population ratio of 73.4% (72.1% for the females). The male employment to population ratios were high with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 62.3% and 32.3%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 76.9%. The female employment to population ratios were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 63.4% and 35.1%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 80.3%.

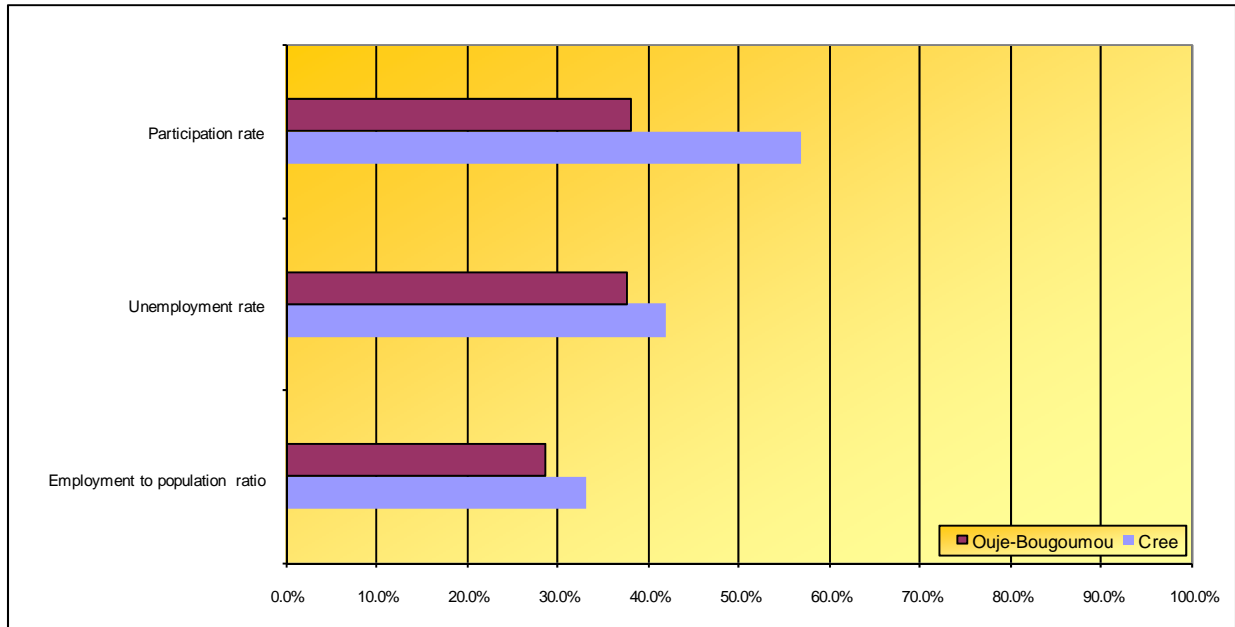
The Ouje-Bougoumou labour force employment to population ratio was higher than the employment to population ratio for the Cree labour force and was higher across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 28.6%. The employment to population ratios by gender show that the male employment to population ratios were lower across all of the major age groups with the 25-44 and the 25-64 years of age groups showing higher employment to population ratio of 82.6% and 80.0%, respectively, and the female employment to population ratios were higher across all of the major age groups with the 15-64 years of age group showing a lower employment to population ratio of 33.3%.

Figure 5.2.1 shows the participation and unemployment rates and the employment to population ratios of the Ouje-Bougoumou and the Cree, 15-64 years of age groups, Figure 5.2.2 shows the participation and unemployment rates and the employment to population ratios of the Ouje-Bougoumou and the Cree, 15-24 years of age groups and Figure 5.2.3 shows the participation and unemployment rates and the employment to population ratios of the Ouje-Bougoumou and the Cree, 25-64 years of age groups, graphically.

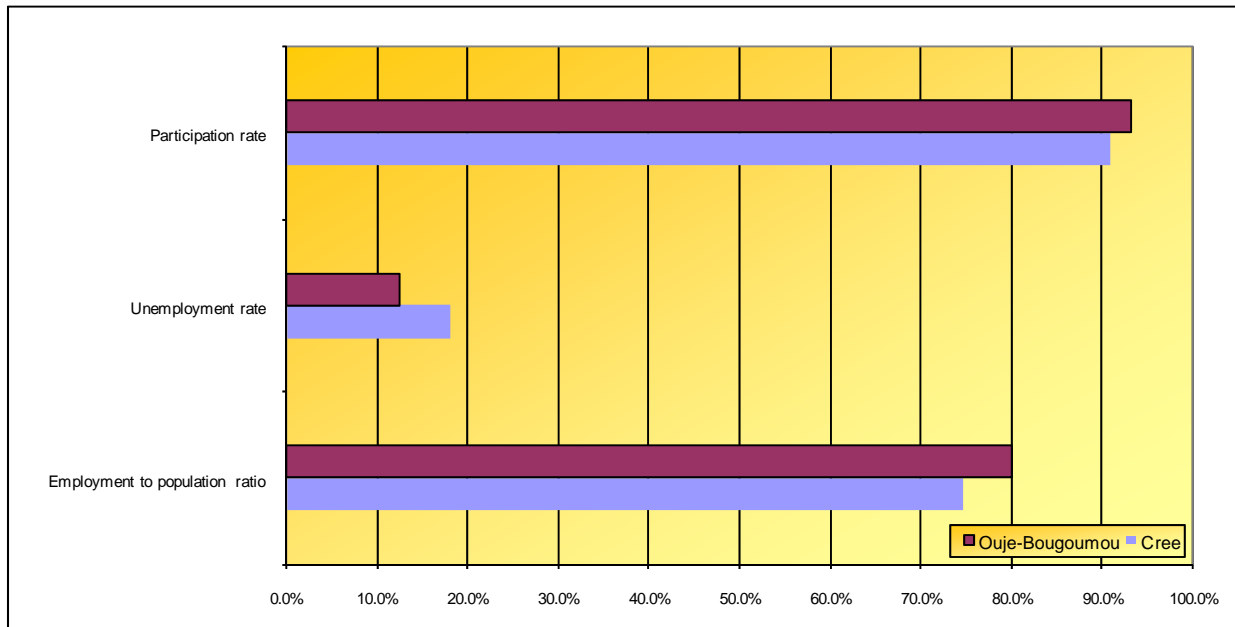
**Figure 5.2.1**  
**Ouje-Bougoumou and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)**



**Figure 5.2.2**  
**Ouje-Bougoumou and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)**



**Figure 5.2.3**  
**Ouje-Bougoumou and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)**



Overall, the Ouje-Bougoumou labour force participation and unemployment rates were high across all of the major age groups with only the 15-24 years of age group showing slightly lower participation rates and the 15-24 and 45-64 years of age groups showing slightly higher unemployment rates. The employment to population ratios were low across all of the major age groups, with only the 15-64 and 15-24 years of age groups showing lower employment to population ratios.

The high participation and unemployment rates that characterized the Ouje-Bougoumou labour market indicate that the Ouje-Bougoumou labour market has only been able to absorb a low percentage of the existing labour force and the low employment to population ratios indicates that the Ouje-Bougoumou labour market has only been able to utilize a low percentage of the existing labour force pool. The data clearly shows that there were a high number of individuals entering the Ouje-Bougoumou labour market that were not being equally offset by the number of individuals leaving the Ouje-Bougoumou labour market. There were more young individuals entering the Ouje-Bougoumou labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 5.5 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated to be approximately 3.8% per year, is not likely improve the performance of, and could pose a seriously strain on the labour force absorption capacity of the Ouje-Bougoumou labour market. This phenomenon, given the relatively young population and the high population growth rate, can be expected to continue throughout the coming decade(s).

The Cree labour force participation and unemployment rates were high across all the major age groups and the employment to population ratios were low across all of the major age groups, with the 15-24 years of age group showing a lower participation rate, a higher unemployment rate and the 15-64 and 15-24 years of age groups showing lower employment to population ratios.

The high participation and unemployment rates that characterized the Cree labour market indicate that the Cree labour market has only been able to absorb a small percentage of its existing labour force and the low employment to population ratio indicates that the Cree labour market has only been able to utilize a low percentage of its existing labour force pool. The data clearly shows that there were a high number of individuals entering the Cree labour market that were not being equally offset by the number of individuals leaving the Cree labour market. There were more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated at approximately 2.4% per year, is not likely improve the performance of, and could pose a seriously strain on the labour force absorption capacity of the Cree labour market. This phenomenon, given the relatively young Cree population and the high population growth rate, can be expected to continue throughout the coming decade(s).



### 5.3 Ouje-Bougoumou Labour Force: Industry Classification

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the identification of the industry where the individual found employment so that it could be classified according to the three main industry sectors as well as to the twenty-one industry classifications of the 2001 North American Industry Classification System (NAICS).

The three main industry sectors are; the primary industries, which includes agriculture, forestry, mining, hunting and fishing and other resource based industries; the secondary industries, which includes manufacturing, construction, transportation and storage and communication industries; and the tertiary industries, which includes wholesale and retail trades, finance, insurance, real estate, business services, government, accommodation, food, and beverage and other service industries. Table 5.3.1 shows the main industry sectors where the Ouje-Bougoumou and the Cree employed labour force found employment.

**Table 5.3.1  
Ouje-Bougoumou and Cree Labour Force: Industry Sector (2008 CLMS)**

Labour Force (15-64 years of age) Industry	Ouje-Bougoumou	Cree
Primary	23.5%	23.8%
Secondary	3.9%	10.3%
Tertiary	72.5%	65.9%

The secondary and tertiary industries account for 76.4% of all the jobs for the Ouje-Bougoumou employed labour force; 23.5% found employment in the primary industry, 3.9% in the secondary industry and 72.5% in the tertiary industry. Alternatively, for every 100 jobs created; 73 were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 4 were created in the secondary industry by the construction and transportation related activities, and 24 were created in the primary industry by forestry, fishing and hunting and mining activities. The secondary and tertiary industry account for 89.7% of all the jobs for the Cree employed labour force; 23.8% found employment in the primary industry, 10.3% in the secondary industry and 65.9% in the tertiary industry. Alternatively, for every 100 jobs created; approximately 66 jobs were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 10 jobs were created in the secondary industry by the construction and transportation related activities and 24 jobs were created in the primary industry by the agriculture, forestry, fishing and hunting and mining activities. The data takes hunting and trapping into account since this activity was practiced by approximately 20.4% of the Ouje-Bougoumou employed labour force (22.0% of the Cree employed labour force). Table 5.3.2 shows the main industry classifications where the Ouje-Bougoumou and the Cree employed labour force found employment.

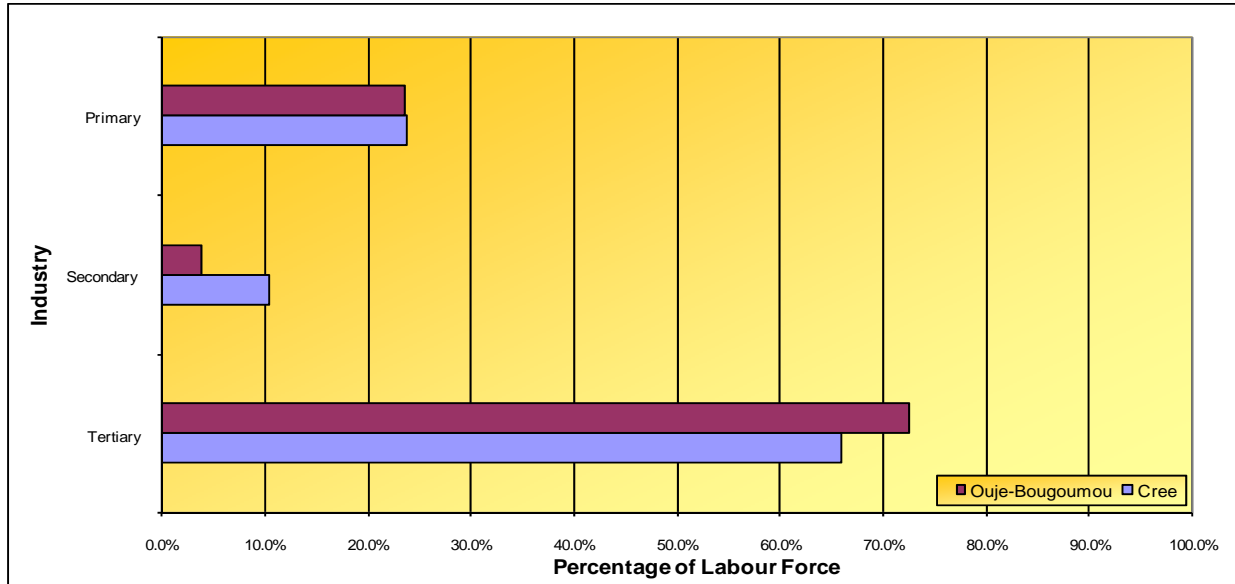
**Table 5.3.2**  
**Ouje-Bougoumou and Cree Labour Force: Industry Classification (2008 CLMS)**

Labour Force (15-64 years of age) Industry	Ouje-Bougoumou	Cree
Agriculture, forestry, fishing and hunting	20.4%	22.0%
Mining and oil and gas extraction	1.9%	0.4%
Manufacturing	0.0%	0.0%
Construction industries	3.7%	8.7%
Transportation and storage industries	0.0%	0.9%
Communications and other utility industries	0.0%	0.1%
Wholesale and retail trade industries	1.9%	4.7%
Information and cultural industries	1.9%	0.4%
Finance, insurance, real estate industries	0.0%	1.0%
Professional, scientific and technical services	0.0%	0.1%
Management of companies and enterprises	7.4%	1.9%
Business and services industries	0.0%	0.0%
Administrative and support, waste management and remedial services	0.0%	0.0%
Government services industries	0.0%	0.0%
Educational services industries	7.4%	15.8%
Health and social services industries	18.5%	11.7%
Arts, entertainment and recreation	1.9%	1.3%
Accommodation, food and beverage industries	1.9%	3.3%
Other service industries (except public administration)	1.9%	0.4%
Public administration	25.9%	21.2%
Industry not elsewhere classified	5.6%	6.3%

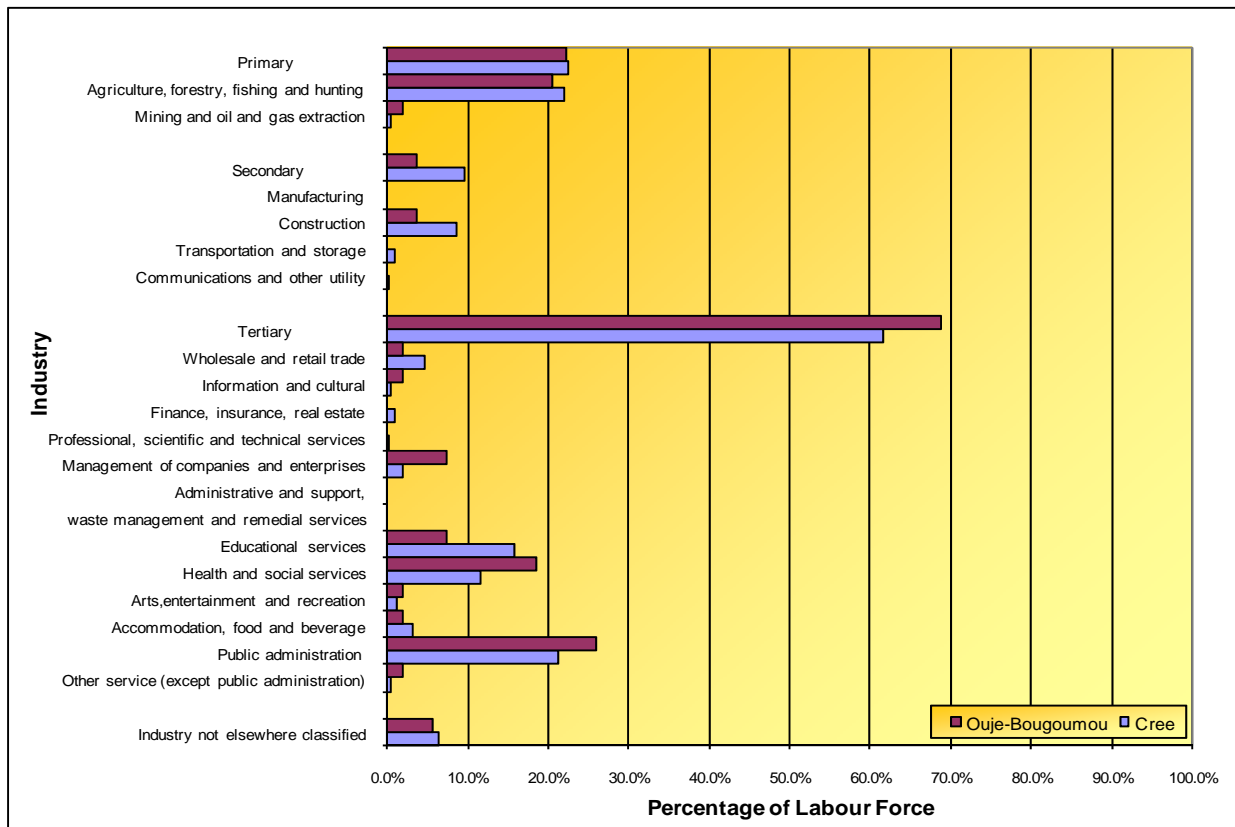
Six major industry classifications account for 83.3% of the Ouje-Bougoumou employed labour force; 25.9% found employment in the public administration, 20.4% found employment in the agriculture forestry, fishing and hunting, 18.5% found employment in the health and social services, 7.4% found employment in the educational services, 7.4% found employment in the management of companies and enterprise and 3.7% found employment in the construction industries. The same six major industry classifications account for 81.3% of the Cree employed labour force; 21.2% found employment in the public administration, 22.0% found employment in the agriculture, forestry, fishing and hunting, 11.7% found employment in the health and services, 15.8% found employment in the educational services, 1.9% found employment in the management of companies and enterprise and 8.7% found employment in the construction industries.

Figure 5.3.1 shows the main industry sectors where the Ouje-Bougoumou and the Cree employed labour force found employment and Figure 6.3.2 shows the main industry classifications where the Ouje-Bougoumou and the Cree employed labour force found employment, graphically.

**Figure 5.3.1**  
**Ouje-Bougoumou and Cree Labour Force: Industry Sector (2008 CLMS)**



**Figure 5.3.2**  
**Ouje-Bougoumou and Cree Labour Force: Industry Classification (2008 CLMS)**



Overall, the data shows very little variation in the industry distribution of the Ouje-Bougoumou and the Cree employed labour force. A higher percentage of the Ouje-Bougoumou employed labour force found employment in three of the six major industry classifications; the public administration; the health and the social services and the management of companies and enterprises industries; and a higher percentage of the Cree employed labour force found employment in three of the six major industry classifications; the agriculture, forestry, fishing and hunting, the educational services and the construction industries. The data does clearly show a prevalent imbalance in the industry distribution, where the majority find employment in the tertiary industries and very few find employment in the primary and secondary industries.

#### **5.4 Ouje-Bougoumou Labour Force: Occupation Classification**

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the occupation of the individual to be identified so that it classified according to the eleven standardized 2001 National Occupational Classification Codes (NOC). Table 5.4.1 shows the main occupation classification of the Ouje-Bougoumou and the Cree employed labour force.

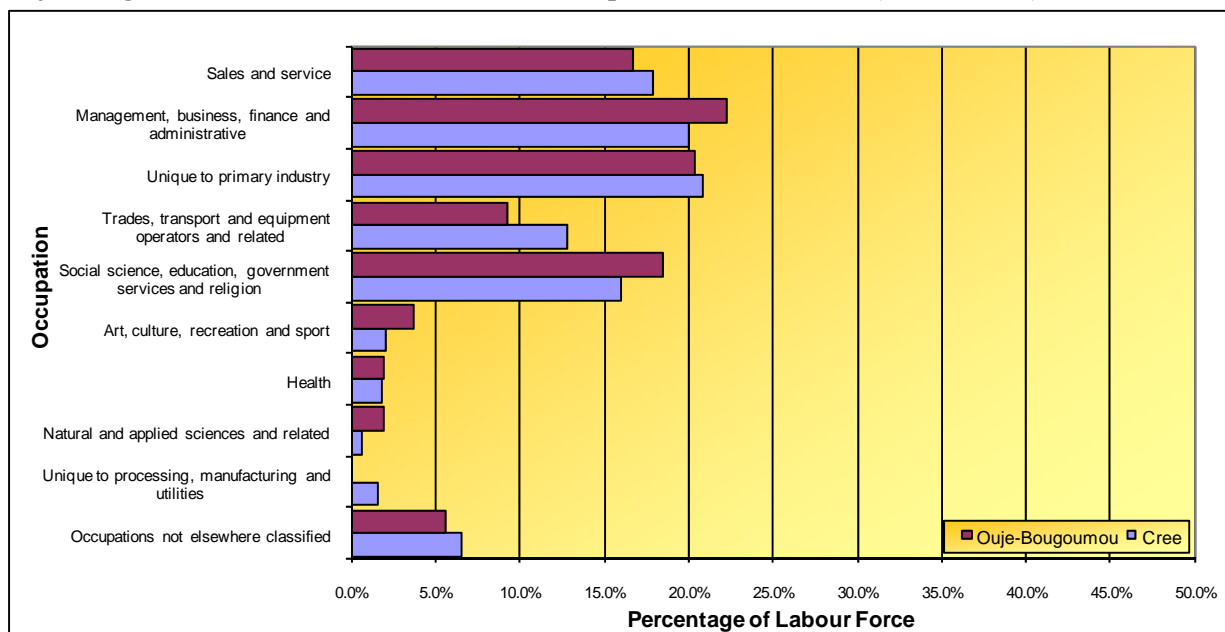
**Table 5.4.1  
Ouje-Bougoumou and Cree Labour Force: Occupation Classification (2008 CLMS)**

<b>Employed Labour Force (15-64 years of age)</b>		
<b>Occupation</b>	<b>Ouje-Bougoumou</b>	<b>Cree</b>
Management, business, finance and administrative occupations	22.2%	19.9%
Natural and applied sciences and related occupations	1.9%	0.6%
Health occupations	1.9%	1.8%
Occupations in social science, education, government services and religion	18.5%	16.0%
Art, culture, recreation and sport occupations	3.7%	2.0%
Sales and service occupations	16.7%	17.9%
Trades, transport and equipment operators and related occupations	9.3%	12.8%
Occupations unique to primary industry	20.4%	20.9%
Occupations unique to processing manufacturing and utilities	0.0%	1.5%
Occupations not elsewhere classified	5.6%	6.5%

Five of the largest occupational groups account for 87.2% of the Ouje-Bougoumou employed labour force; 22.2% found employment in the management, business, finance and administrative, 20.4% found employment in the primary, 18.5% found employment in the social science, education, government services and religion, 16.7% found employment in the sales and services and 16.7% found employment in the trades, transport and equipment operators and related occupations. The same five of the largest occupational groups account for 87.5% of the Cree employed labour force; 19.9% found employment in the management, business, finance and administrative, 20.9% found employment in the primary, 16.0% found employment in the social science, education, government services and religion, 17.9% found employment in the sales and services and 12.8% found employment in the trades, transport and equipment operators and related occupations.

Figure 5.4.1 shows the main occupation classifications of the Ouje-Bougoumou and the Cree employed labour force, graphically.

**Figure 5.4.1**  
**Ouje-Bougoumou and Cree Labour Force: Occupation Classification (2008 CLMS)**



Overall, the data shows very little variation in the occupation distribution of the Ouje-Bougoumou and the Cree employed labour force. A higher percentage of the Ouje-Bougoumou employed labour force found employment in two of the five largest occupational groups; the management, business, finance and administrative and the social science, education, government services and religion occupations; and a higher percentage of the Cree employed labour force found employment in three of the five largest occupational groups; the primary, the sales and services and the trades, transport and equipment operators and related occupations.

### 5.5 Ouje-Bougoumou Labour Force: Employment Status

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the employment status of the individual to be determined so that it could be classified according to the standard employment status classifications. Table 5.5.1 shows the employment status of the Ouje-Bougoumou and the Cree employed labour force.

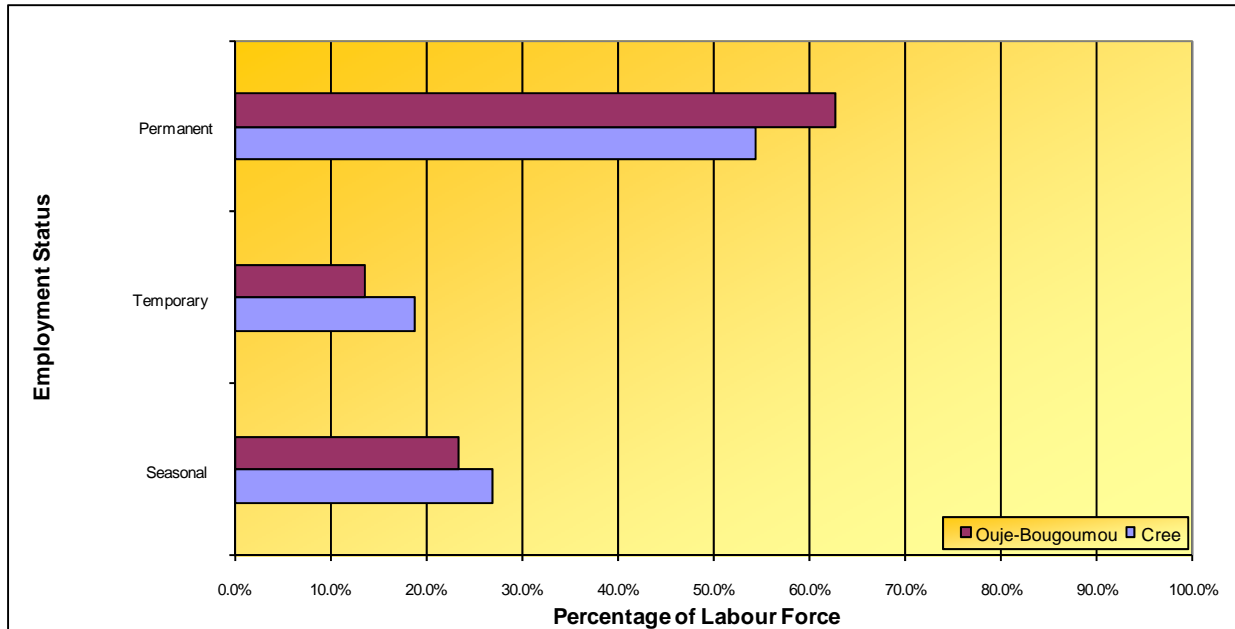
**Table 5.5.1**  
**Ouje-Bougoumou and Cree Labour Force: Employment Status (2008 CLMS)**

Labour Force (15-64 years of age) Employment Status	Ouje-Bougoumou	Cree
<b>Permanent</b>	<b>62.7%</b>	<b>54.2%</b>
Full-time	93.8%	93.4%
Part-time	6.3%	6.6%
<b>Temporary</b>	<b>13.7%</b>	<b>18.8%</b>
Full-time	85.7%	83.6%
Part-time	14.3%	16.4%
<b>Seasonal</b>	<b>23.5%</b>	<b>27.0%</b>
Full-time	100.0%	99.3%
Part-time	0.0%	0.7%

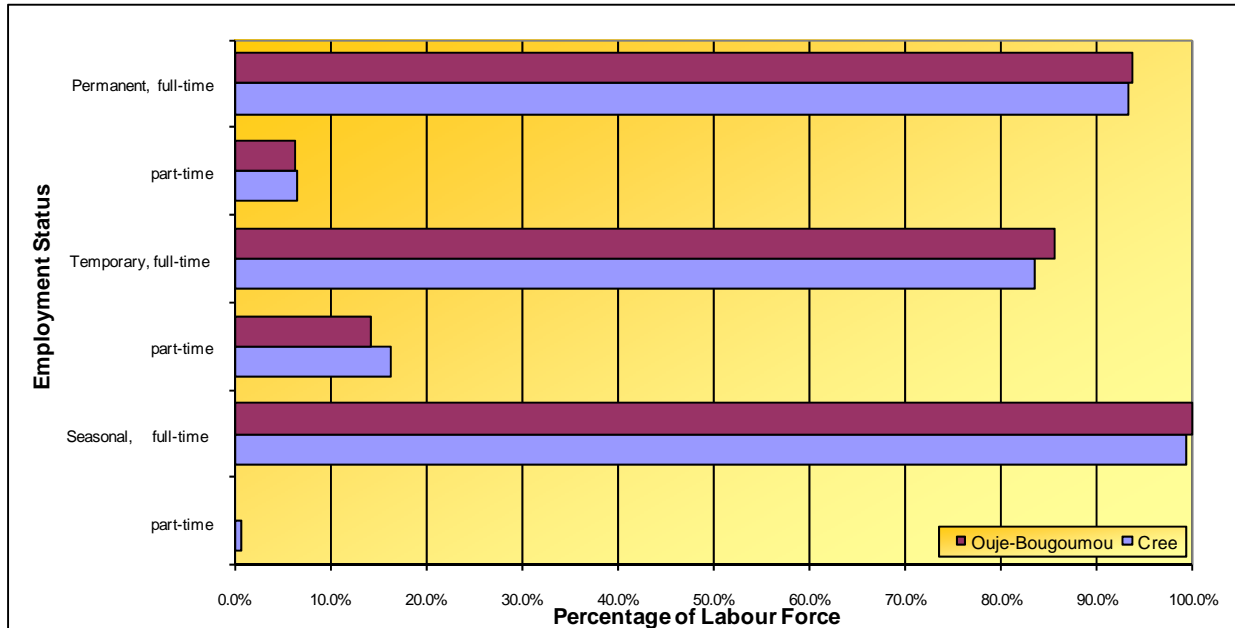
The majority of all positions reported by the Ouje-Bougoumou employed labour force were permanent and full-time positions; 62.7% were employed on a permanent basis (93.8% full-time and 6.3% part-time), 13.7% on a temporary basis (85.7% full-time and 14.3% part-time) and 23.5% on a seasonal basis (100.0% full-time and 0.0% part-time). The majority of all positions reported by the Cree employed labour force were also permanent and full-time positions; 54.2% were employed on a permanent basis (93.4% full-time and 6.6% part-time), 18.8% on a temporary basis (83.6% full-time and 16.4% part-time) and 27.0% on a seasonal basis (99.3% full-time and 0.7% part-time).

Figure 5.5.1 shows the permanent, temporary, and seasonal employment status of the Ouje-Bougoumou and the Cree employed labour force and Figure 5.5.2 show the permanent, temporary, seasonal, full-time and part-time employment status of the Ouje-Bougoumou and the Cree employed labour force, graphically.

**Figure 5.5.1**  
**Ouje-Bougoumou and Cree Labour Force:**  
**Permanent, Temporary and Seasonal Employment Status (2008 CLMS)**

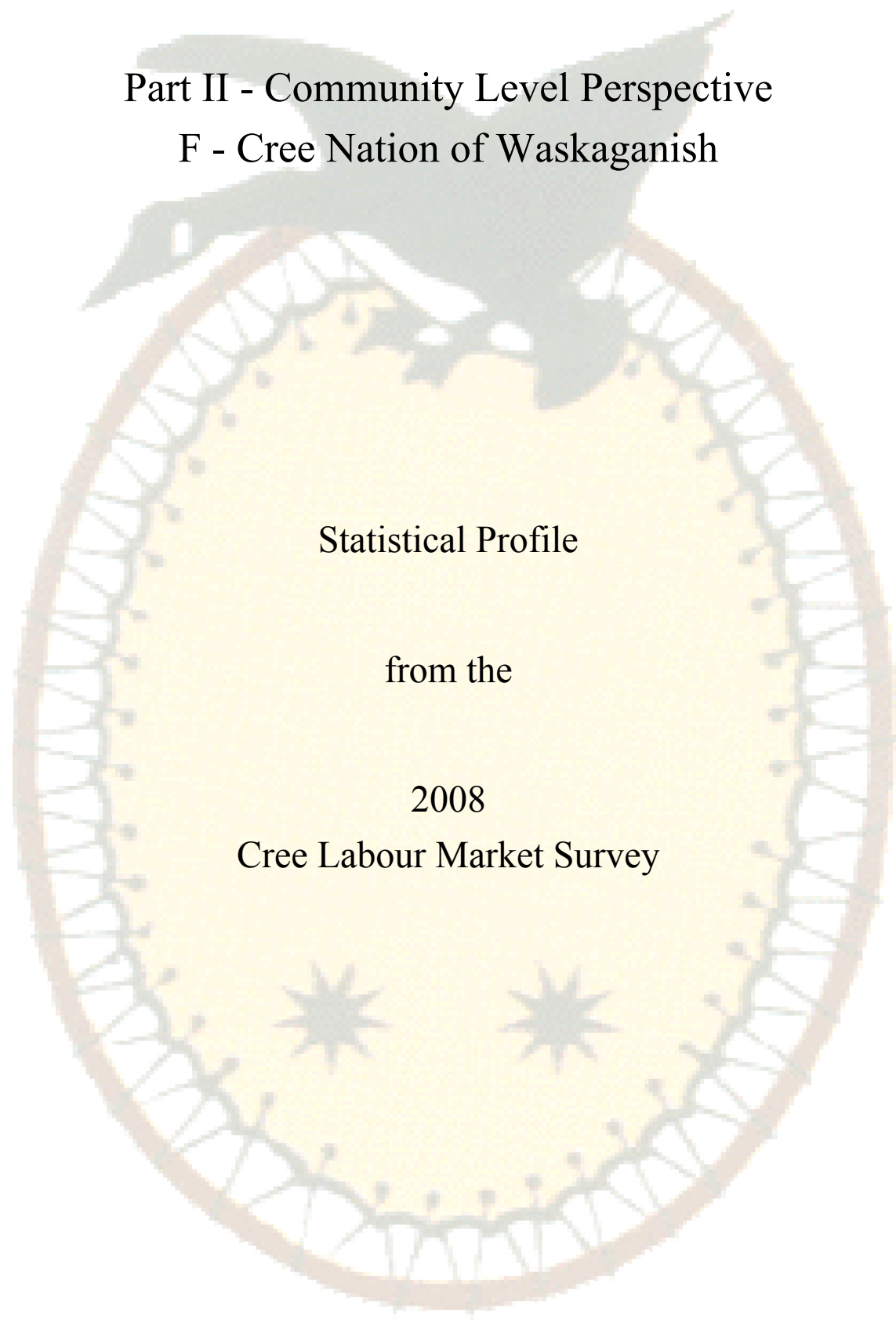


**Figure 5.5.2**  
**Ouje-Bougoumou and Cree Labour Force:**  
**Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)**



Overall, the majority of positions reported by the Ouje-Bougoumou employed labour force were permanent and full-time positions; 62.7% were permanent positions and 94.1% of all the positions reported, regardless of their permanent, temporary and seasonal status, were full-time positions (5.9% were part-time positions); and the majority of all positions reported by the Cree employed labour force were also permanent and full-time positions; 54.2% were permanent positions and 93.1% of all the positions reported, regardless of their permanent, temporary and seasonal status were full-time positions (6.9% were part-time positions).





Part II - Community Level Perspective  
F - Cree Nation of Waskaganish

Statistical Profile

from the

2008

Cree Labour Market Survey

## **Part II – Community Level Perspective**

### **F - Cree Nation of Waskaganish**

#### **TABLE OF CONTENTS**

	Page
Table of Contents	i
List of Tables	ii
List of Figures	iii
Executive Summary	v
<b>1.0 Waskaganish Labour Force Dynamics</b>	<b>1</b>
1.1 Introduction	1
1.2 Waskaganish Labour Force	1
<b>2.0 Waskaganish Labour Force: Potential Size</b>	<b>5</b>
2.1 Introduction	5
2.2 Potential Size	5
2.3 Estimated New Job Requirements	6
<b>3.0 Waskaganish Labour Force: Language Proficiency Levels</b>	<b>8</b>
3.1 Introduction	8
3.2 Language Proficiency Levels	8
<b>4.0 Waskaganish Labour Force: School Attendance, Educational Achievement Levels and Major Fields of Study</b>	<b>12</b>
4.1 Introduction	12
4.2 School Attendance	12
4.3 Educational Achievement Levels	13
4.4 Major Fields of Study	16
<b>5.0 Waskaganish Labour Force: Labour Market Activity</b>	<b>18</b>
5.1 Introduction	18
5.2 Participation and Unemployment Rates and Employment to Population Ratios	18
5.3 Industry Classification	23
5.4 Occupation Classification	27
5.5 Employment Status	28

## LIST OF TABLES

	Page
Table 2.2.1 Waskaganish and Cree Labour Force: Potential Size (2008 CLMS)	5
Table 2.3.1 Waskaganish and Cree Labour Force: Estimated New Job Requirements (2008 CLMS)	6
Table 3.2.1 Waskaganish and Cree Labour Force: Language Proficiency Levels (2008 CLMS)	8
Table 4.2.1 Waskaganish and Cree Labour Force: School Attendance 15-24 Years of Age (2008 CLMS)	12
Table 4.3.1 Waskaganish and Cree Labour Force: Educational Achievement Levels (2008 CLMS)	14
Table 4.4.1 Waskaganish and Cree Labour Force: Major Fields of Study (2008 CLMS)	16
Table 5.2.1 Waskaganish and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)	18
Table 5.3.1 Waskaganish and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	24
Table 5.3.2 Waskaganish and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	25
Table 5.4.1 Waskaganish and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	27
Table 5.5.1 Waskaganish and Cree Labour Force: Employment Status (2008 CLMS)	29

## **LIST OF FIGURES**

	Page
Figure 1.2.1 Cree Labour Force by Community (2008 CLMS)	1
Figure 1.2.2 Waskaganish and Cree Labour Force: Age Structure (2008 CLMS)	2
Figure 1.2.3 Cree Labour Force: Age/Gender (2008 CLMS)	2
Figure 1.2.4 Waskaganish Labour Force: Age/Gender (2008 CLMS)	3
Figure 3.2.1 Waskaganish Labour Force: Language Proficiency Levels (2008 CLMS)	10
Figure 3.2.2 Cree Labour Force: Language Proficiency Levels (2008 CLMS)	10
Figure 4.2.1 Waskaganish and Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)	13
Figure 4.3.1 Waskaganish and Cree Labour Force: Educational Achievement Levels (2008 CLMS)	15
Figure 4.4.1 Waskaganish and Cree Labour Force: Major Fields of Study (2008 CLMS)	17
Figure 5.2.1 Waskaganish and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)	21
Figure 5.2.2 Waskaganish and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)	22
Figure 5.2.3 Waskaganish and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)	22
Figure 5.3.1 Waskaganish and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	26
Figure 5.3.2 Waskaganish and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	26
Figure 5.4.1 Waskaganish and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	28

**LIST OF FIGURES Cont'd**

	Page
Figure 5.5.1 Waskaganish and Cree Labour Force: Permanent, Temporary, and Seasonal Employment Status (2008 CLMS)	30
Figure 5.5.2 Waskaganish and Cree Labour Force: Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)	30

## **Executive Summary**

### **Labour Force Dynamics:**

#### **Waskaganish Labour Force, Potential Size and Estimated New Job Requirements**

##### **Waskaganish Labour Force**

As of March 31, 2008, the Waskaganish labour force consisted of 1,235 individuals accounting for 13.4% of the Cree labour force and is expected to increase at a rate of approximately 2.8% per year, over the 2008-2013 period.

The Waskaganish labour force is characterized by a youthful demographic structure, where:

- 31.2% is between 15-24 years of age;
- 45.3% is between 25-44 years of age; and
- 23.5 % is between 45-64 years of age.

This distribution is a direct result of the high population growth experienced over the past decade(s). In essence, the youthful demographic structure of the Waskaganish population has translated into a young and rapidly expanding labour force.

##### **Potential Size and Estimated New Job Requirements**

Projections on the potential size and new job requirements estimate that the Waskaganish labour force:

- will increase to 1,180 by 2013, an 13.5% increase of approximately 2.7% per year;
- will require the creation of approximately 550 new jobs (110 new jobs per year) to attain full employment levels by 2013; and
- will require the creation of approximately 80 new jobs (16 new jobs per year) to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period.

The high number of new job requirements to attain full employment levels or to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period are a direct result of the youthful demographic structure of the Waskaganish population.

## **Language: Language Proficiency Levels**

### **Language Proficiency Levels**

The analysis of the language proficiency levels of the Waskaganish labour force reveals that:

- 99.2% is able to speak in the Cree language, 99.6% in the English language and 31.6% in the French language;
- 98.8% is able to speak in Cree and English languages, 31.6% in the Cree and French languages, 31.6% in the English and French languages and 31.6% in the Cree, English and French languages; and
- 17.8% is able to write in the Cree language, 96.8% in the English language and 23.9% in the French language.

The Cree language is predominately the non-official language spoken, the English language is predominately the official language spoken and written then the French language spoken and written.

## **Education: School Attendance and Educational Achievement Levels and Major Fields of Study**

### **School Attendance**

The analysis of the school attendance of the Waskaganish, 15-24 years of age group, for the 2007-2008 academic year, reveals that:

- 59.7% were not attending school; and
- 40.3% were attending school.

All or a majority of the individuals that indicated that they were attending school during the 2007-2008 academic year were attending on a full-time basis.

### **Educational Achievement Levels**

The analysis of the educational achievement levels of the Waskaganish labour force that were not attending school reveals that:

- 1.0% possess none (no formal education);
- 61.0% possess a grade 9 without a secondary graduation certificate and less;
- 13.8% possess a grade 9 and over with a secondary graduation certificate;
- 24.8% possess a post-secondary educational level (with or without a certificate, diploma or degree); and

- 11.0% possess post-secondary qualifications (with a certificate, diploma or degree) above the high school level.

The percentage of the Waskaganish labour force with a less than post-secondary educational level is high when compared with the percentage with a post-secondary educational level (with or without a certificate, diploma or degree).

### **Major Fields of Study**

The analysis of the post-secondary qualifications and major fields of study of the Waskaganish labour force that were not attending school reveals that 11.0% possess post-secondary qualifications (with certificate, diploma or degree) above the high school level with strong interest in four of the eleven major fields of study classifications:

- the educational, recreational and counseling services fields;
- the commerce, management and business administration fields;
- the social sciences and related fields; and
- the engineering and applied sciences technologies and trades fields of study.

There is very little variation in the distribution; these four major fields of study account for 78.3% of the Waskaganish labour force with post-secondary qualifications.

### **Labour Market Activity:**

#### **Participation and Unemployment Rates and the Employment to Population Ratios, Industry, Occupation and Employment Status**

#### **Participation and Unemployment Rates and the Employment to Population Ratios**

An analysis of the Waskaganish labour market reveals high participation and unemployment rates and a low employment to population ratio:

- the participation rate stood at 84.6% and was low across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 61.0%;
- the unemployment rate stood at 39.7% and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 61.7% and the 45-64 years of age group showing a lower unemployment rate of 28.6%; and
- the employment to population ratio stood at 51.0% and was low across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 23.4%.

The high participation and unemployment rates that characterized the Waskaganish labour market indicate that the Waskaganish labour market has only been able to absorb a small percentage of the existing labour force and the low employment to population ratio indicates that



the Waskaganish labour market has only been able to utilize a small percentage of the existing labour force pool.

## **Industry**

The analysis of the industry to determine where the Waskaganish employed labour force found employment reveals that the majority found employment in the tertiary industries followed by the primary and then the secondary industries:

- 26.2% found employment in the primary;
- 6.8% found employment in the secondary; and
- 67.0% found employment in the tertiary industries.

More specifically, the majority found employment in six of the eleven major industry classifications:

- the public administration;
- the agriculture forestry, fishing and hunting;
- the educational services;
- the accommodations, food and beverages;
- the health and social services; and
- the construction industries.

There is very little variation in the distribution; these six industry classifications account for 76.3% of the Waskaganish employed labour force. The data does reveal the prevalent imbalance in the distribution, where the majority of find employment in the tertiary industries and very few find employment in the primary and secondary industries.

## **Occupation**

The analysis of the occupation classifications industry to determine where the Waskaganish employed labour force found employment reveals that the majority found employment in five of the eleven main occupational classifications:

- the sales and services;
- the social science, education, government services and religion;
- the management, business, finance and administrative;
- the primary; and
- the processing, manufacturing and utilities occupations.

There is very little variation in the distribution; these five main occupational classifications account for 72.2% of the Waskaganish employed labour force.

## **Employment Status**

The analysis of the employment status reported by the Waskaganish employed labour force reveals that:

- 53.5% were employed on a permanent basis;
- 13.9% were employed on a temporary basis; and
- 32.7% were employed on seasonal basis.

The majority of all positions reported were permanent and full time positions; 53.5% were permanent positions and 89.2%, regardless of their permanent, temporary and seasonal status, were full-time positions and 10.8% were part-time positions.

## 1.0 Waskaganish Labour Force Dynamics

### 1.1 Introduction

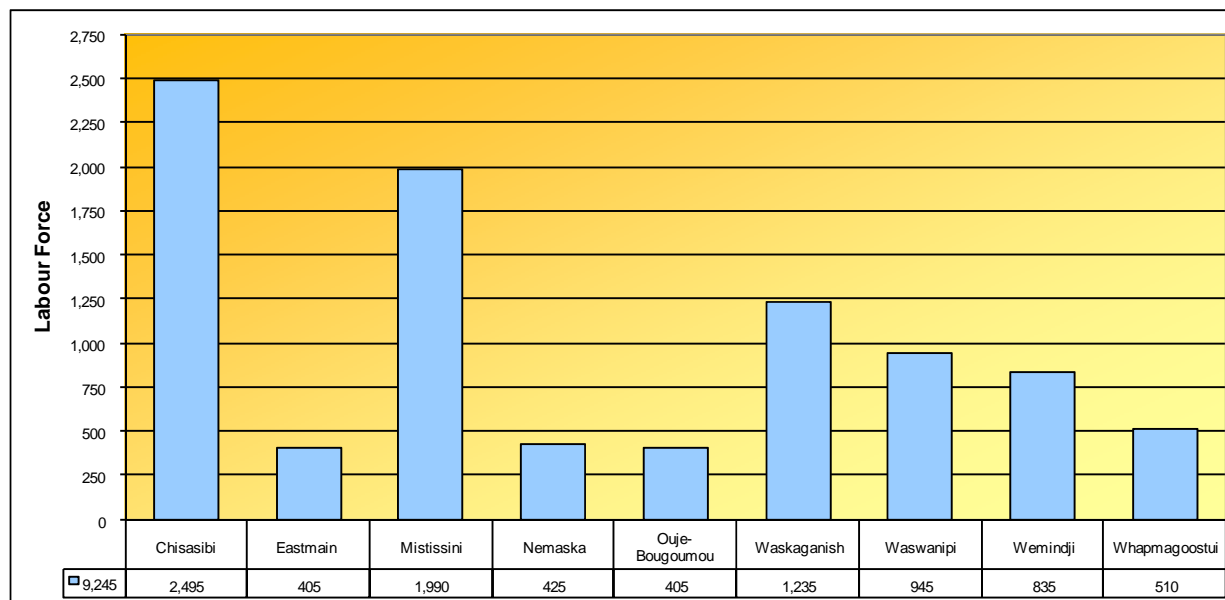
This section provides an analysis of the Waskaganish labour force. It examines its size and age/gender distribution in comparison with the Cree labour force.

### 1.2 Waskaganish Labour Force

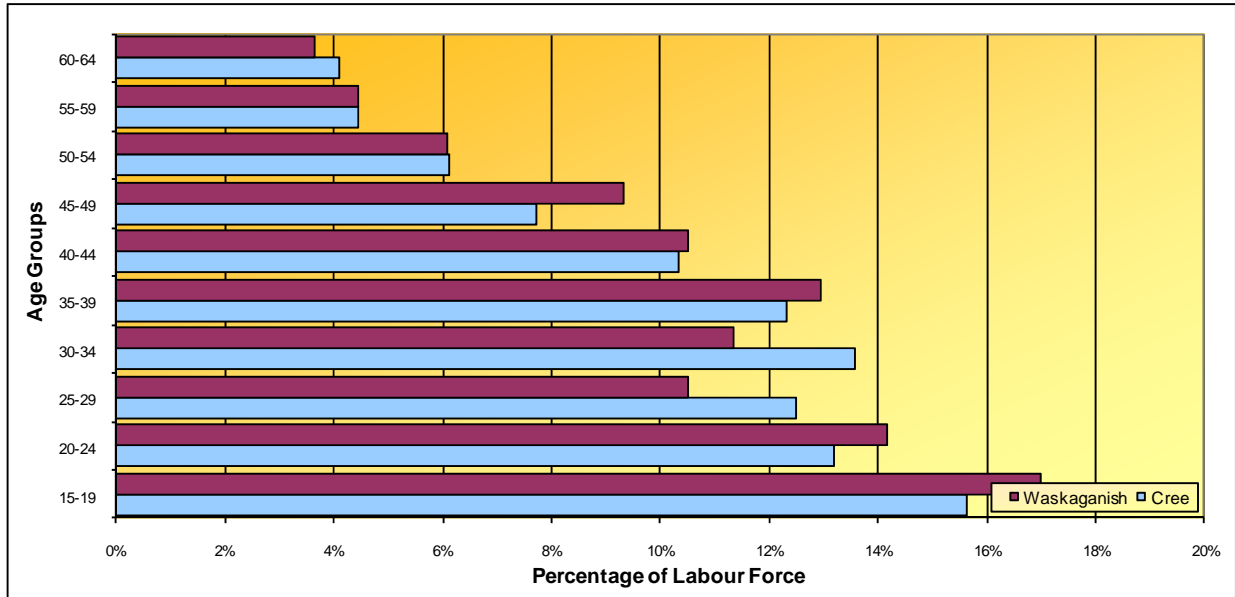
As of March 31, 2008, the Waskaganish labour force consisted of 1,235 individuals accounting for 13.4% of the Cree labour force and, based on the basic analysis of emerging demographic trends, is expected to increase at a rate of approximately 2.8% per year over the 2008-2013 period, a growth rate that is higher than the expected growth rate for Cree labour force of approximately 2.6% per year.

Figure 1.2.1 shows the Waskaganish labour force in comparison with the other Cree communities. Figure 1.2.2 shows the Waskaganish and the Cree labour force age distribution, Figure 1.2.3 shows the Cree labour force age/gender distribution and Figure 1.2.4 shows the Waskaganish labour force age/gender distribution.

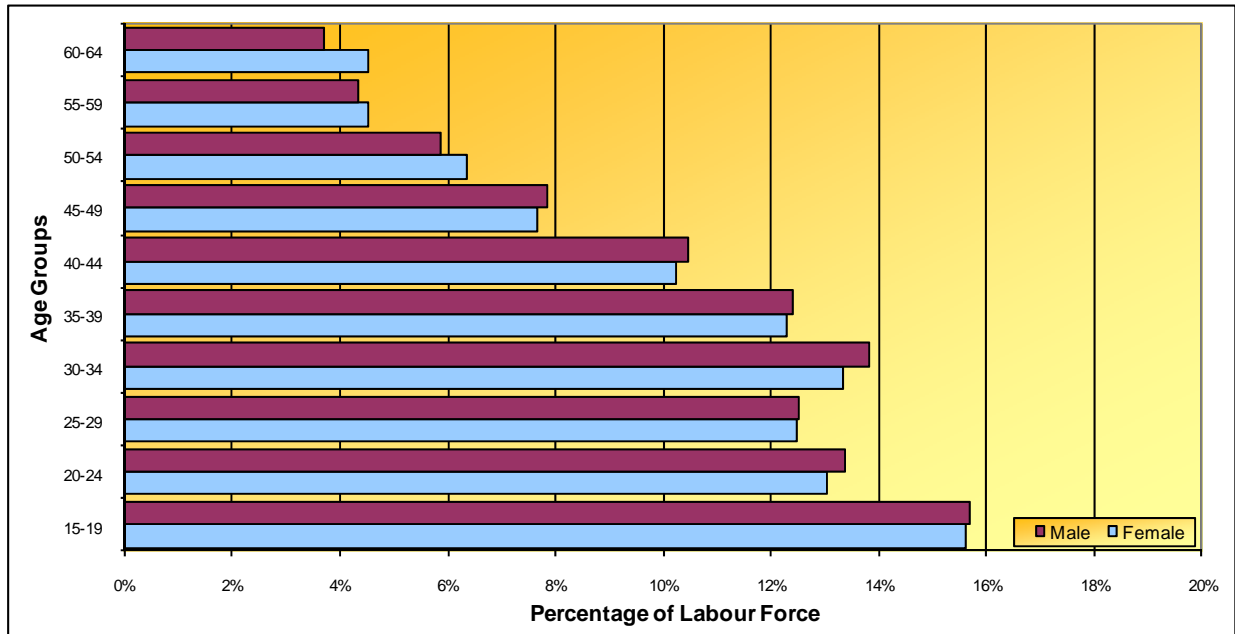
**Figure 1.2.1**  
Cree Labour Force by Community (2008 CLMS)



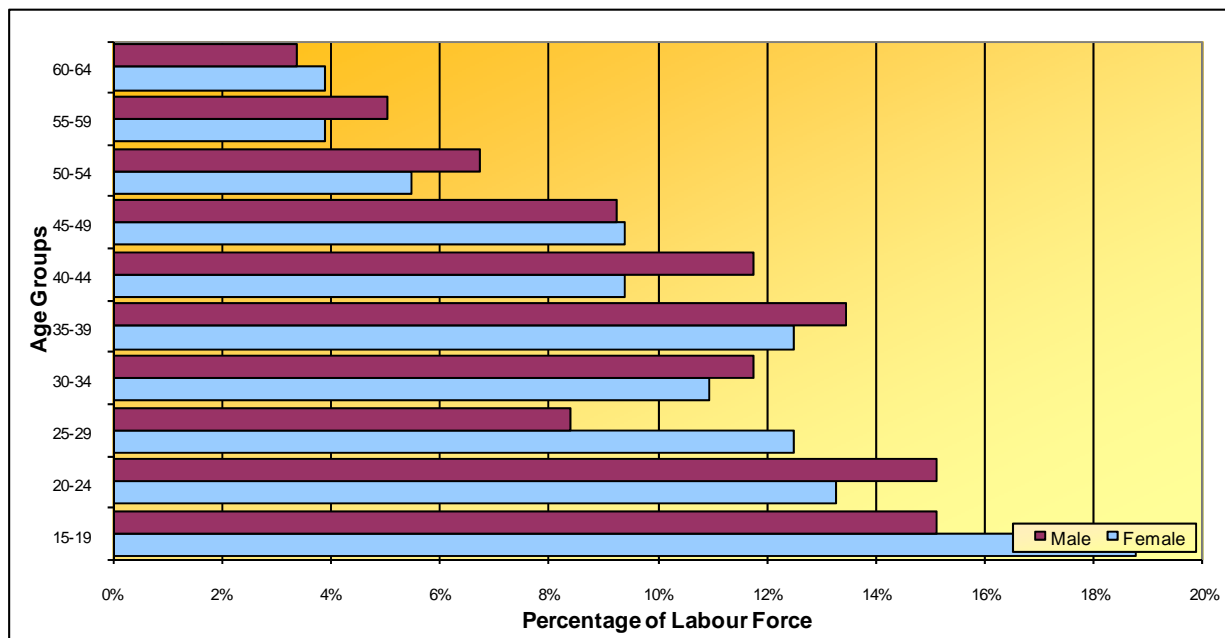
**Figure 1.2.2**  
Waskaganish and Cree Labour Force: Age Structure (2008 CLMS)



**Figure 1.2.3**  
Cree Labour Force by Age/Gender (2008 CLMS)



**Figure 1.2.4**  
**Waskaganish Labour Force by Age/Gender (2008 CLMS)**



The Waskaganish labour force age distribution, as with the Cree labour force, shows a youthful demographic structure, where a greater number of the labour force is distributed near the bottom and decreasing numbers moving towards the top. The youthful demographic structure is clearly evident in the age/gender distribution; 31.2% is between 15-24 years of age (30.3% for males and 32.0% for females), 45.3% is between 25-44 years of age (45.4% for males and 45.3% for females) and 23.5% is between 45-64 years of age (24.4% for males and 22.7% for females). The Cree labour force age/gender distribution also shows this youthful demographic structure; 28.8% is between 15-24 years of age (29.0% for males and 28.5% for females), 48.8% is between 25-44 years of age (49.2% for males and 48.4% for females) and 22.4% is between 45-64 years of age (21.8% for males and 23.1% for females).

A similar analysis that compares the labour force age group percentage distribution of the Waskaganish labour force as a percentage of the Cree labour force also shows this youthful demographic structure; the 15-24 years of age group population represents 4.2% of the Cree 15-24 years of age group (3.9% for males and 4.4% for females), the 25-44 years of age group represents 6.1% of the Cree 25-44 years of age group (5.9% for males and 6.3% for females) and the 45-64 years of age group represents 3.1% of the Cree 45-64 years of age group (3.1% for the males and 3.1% for females).

As with the Cree labour force, this youthful demographic structure can be expected to continue into the next decade. In essence, the youthful demographic structure of the Waskaganish population has translated into a young and rapidly expanding labour force: a direct result of the high population growth rate that, as with the Cree population, has been brought about by a combination of factors such as; high fertility rates, an increase in the number of females entering their fertility years (15-49 years of age), low infant mortality rates and improved health care

services which bring about increases in the life expectancy at birth and at 65 years of age.<sup>1</sup> A combination of factors that guarantees a sustained population growth that eventually translates into a young and rapidly expanding labour force.

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<sup>1</sup> These factors were discussed in detail in the “Nine Cree Communities of Eeyou Istchee, Statistical Profile from the 2003 Cree labour Market Survey, March 2005, Part I, Section 2.2, p.7.

## 2.0 Waskaganish Labour Force: Potential Size

### 2.1 Introduction

This section provides an analysis of the potential size of the Waskaganish labour force and the corresponding estimated number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 in comparison with the Cree labour force.

It should be noted that these estimates do not include the effects of in/out migration or the late registration of births and deaths. These estimates are not predictions but rather they are attempts to establish plausible scenarios, based on the basic analysis of emerging demographic trends and given the fact that any projections of the potential size of the labour force that are based on past estimates become less and less reliable as the time frame is extended, the estimates derived here are limited to the 2008-2013 period.

### 2.2 Waskaganish Labour Force: Potential Size

As with any population, the age structure determines the growth pattern of the labour force. A population that is, as with the Cree population, characterized by a youthful demographic structure ensures a high number of new labour market entrants over the 2008-2013 period.

The estimated potential size of the Waskaganish and the Cree labour force uses basic projection analysis, the 2008 male and female participation rates of the Waskaganish and the Cree labour force and an assumed 0.0% participation rates for those individuals who will be leaving the Waskaganish and the Cree labour markets. Incorporating the actual male and female participation rates in the estimation, and assuming a 0.0% participation rate for those individuals who will be leaving the Waskaganish and the Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants in the Waskaganish and the Cree labour markets so that the potential size of the Waskaganish and the Cree labour force can be estimated, given the population data. Table 2.2.1 shows the resulting estimates of the potential size of the Waskaganish and the Cree labour force for the 2008-2013 period.

**Table 2.2.1**  
**Waskaganish Labour Force: Potential Size (2008 CLMS)**

Labour Force (15-64 years of age)	Waskaganish	Cree
<b>2008 Labour Force</b>	<b>1,040</b>	<b>7,525</b>
Male	530	3,935
Female	510	3,585
<b>2009-2013 Entrants</b>	<b>140</b>	<b>920</b>
Male	75	530
Female	65	390
<b>2013 Labour Force</b>	<b>1,180</b>	<b>8,445</b>
Male	610	4,470
Female	570	3,975

Based on these estimates, the Waskaganish labour force will have increased to 1,180 by 2013, a 13.5% increase of approximately 2.7% per year. Over the same period, the Cree labour force will have increased to 8,445 by 2013, a 12.2% increase of approximately 2.4% per year.

### **2.3 Waskaganish Labour Force: Estimated New Job Requirements**

As with any population, the age structure of the population determines the growth pattern of the labour force and, when combined with the male and female participation and unemployment rates of the labour force, determines the growth pattern of the new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013. With a population that is characterized by a youthful demographic structure and a labour market that is characterized by high participation and unemployment rates: a high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 can be expected with absolute certainty.

The estimates on the total number of new jobs requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Waskaganish and the Cree labour force uses basic projection analysis, the actual 2008 male and female participation and unemployment rates of the Waskaganish and the Cree labour force and an assumed 0.0% participation rate for those individuals who will be leaving the Waskaganish and the Cree labour markets. Incorporating the actual male and female participation and unemployment rates in the estimation and assuming a 0.0% participation rate for those individuals who will be leaving the Waskaganish and the Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants and the total number of individuals who will be unemployed in the Waskaganish and the Cree labour markets and, hence, allow for an estimation of the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013, given the population data. Table 2.3.1 shows the resulting estimates on the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013.

**Table 2.3.1**

**Waskaganish Labour Force: Estimated New Job Requirements (2008 CLMS)**

<b>Number of new job requirements in 2013</b>	<b>Waskaganish</b>	<b>Cree</b>
to <u>attain</u> full employment levels	550	2,650
to <u>maintain</u> 2008 employment levels	80	700

Based on these estimates, the labour force will have increased to 1,180 by 2013 and in order to attain full employment levels in 2013, an estimated 550 new jobs would be required (110 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 80 new jobs would be required (16 new jobs per year). The high population growth experienced over the past decade(s) has resulted in a large increase in the Waskaganish labour force due to the high number of individuals entering the Waskaganish labour market that are not being equally offset



by the number of individuals leaving the Waskaganish labour market. The data clearly shows that there are and will be more young individuals entering the Waskaganish labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.9 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or just to maintain 2008 employment levels in 2013.

The Cree labour force will have increased to 8,445 by 2013 and in order to attain full employment levels in 2013, an estimated 2,650 new jobs would be required (530 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 700 new jobs would be required (140 new jobs per year). As with the Waskaganish population, the Cree population has experienced a high population growth over the past decade(s) and has resulted in a large increase in the Cree labour force brought about by the high number of individuals entering the Cree labour market that are not being equally offset by the number of individuals leaving the Cree labour market. The data clearly shows that there are and will be more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013.

### **3.0 Waskaganish Labour Force: Language Proficiency Levels**

#### **3.1 Introduction**

This section provides an analysis of the language proficiency levels of the Waskaganish labour force in comparison with the Cree labour force.

The language section of the CLMS asked individuals, 15-64 years of age, to indicate the language(s) they are able to communicate in (spoken only and spoken and written). It was set up to capture all of the language(s), official and non-official languages the individual is able to communicate in, so multiple responses were allowed.

It should be noted that the analysis on the language proficiency levels only deals with the Cree, English and French languages even though there may be other languages that may have been indicated by the Waskaganish and the Cree labour force.

#### **3.2 Waskaganish Labour Force: Language Proficiency Levels**

Individuals, 15-64 years of age, were asked to indicate the language(s) they are able to communicate in (spoken only and spoken and written). Table 3.2.1 shows the language characteristics of the Waskaganish and the Cree labour force. The data is presented so that the indicated language(s) (spoken only and spoken and written) covers all of the language(s) that were indicated as a single response or as a multiple response, as a percentage of the Waskaganish and the Cree labour force.

**Table 3.2.1  
Waskaganish and Cree Labour Force: Language Proficiency Levels (2008 CLMS)**

Labour Force (15-64 years of age) Language(s)	Waskaganish		Cree	
	Spoken only	Spoken and Written	Spoken only	Spoken and Written
Cree	99.2%	17.8%	98.7%	22.1%
English	99.6%	96.8%	98.7%	95.4%
French	31.6%	23.9%	37.2%	26.5%
Cree and English	98.8%	17.4%	97.5%	21.2%
Cree and French	31.6%	4.5%	36.6%	8.1%
English and French	31.6%	22.3%	37.0%	25.4%
Cree, English and French	31.6%	4.5%	36.4%	7.9%

The percentage of the Waskaganish labour force that is able to speak in the Cree and in the English languages and is slightly higher than that of the Cree labour force and the percentage of the Waskaganish labour force that is able to speak in the French language is lower than that of the Cree labour force.

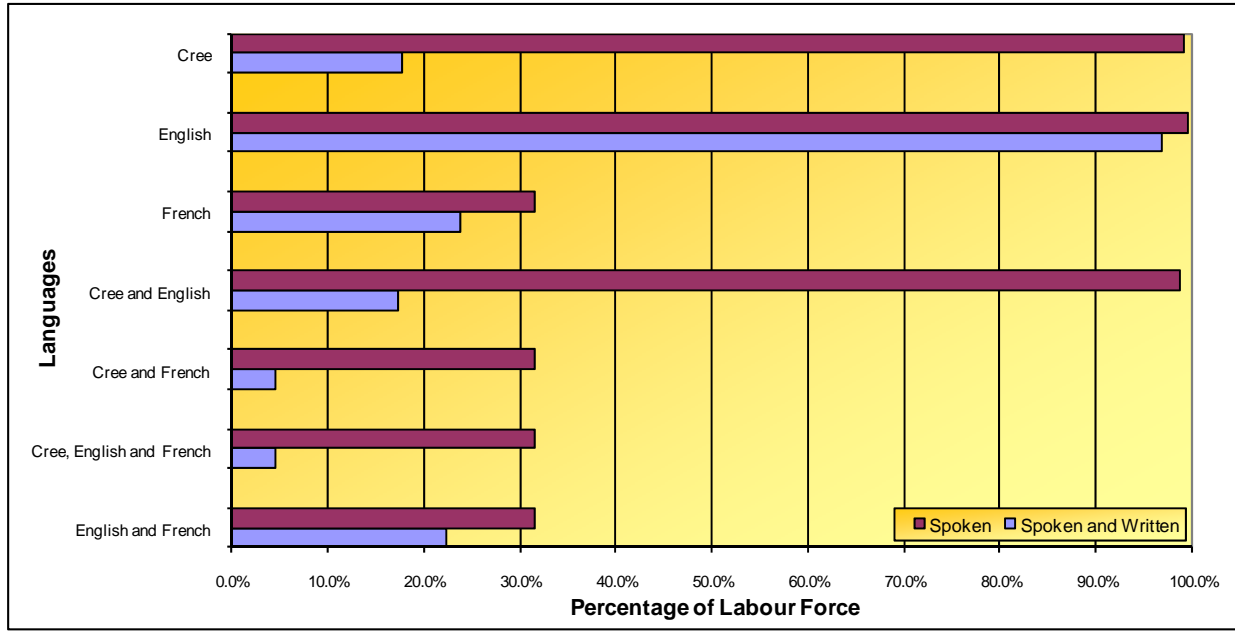
The data shows that 99.2% of the Waskaganish labor force is able to speak in the Cree language, 99.6% is able to speak in the English language and 31.6% is able to speak in the French language. There is a high percentage that indicated that it is able to speak in more than one

language; in the Cree and English, in the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and in the Cree English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. The Cree and the English language(s) are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and spoken and written categories, 99.2% and 17.8%, 99.6% and 96.8%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentage of 31.6% and 23.9%, respectively. For the Cree labour force, 98.7% is able to speak in the Cree language, 98.7% is able to speak in the English language and 37.2% is able to speak in the French language. There is a high percentage that indicated that it is able to speak in more than one language; in the Cree and English, in the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. As with the Waskaganish labour force, the Cree and the English languages are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and in the spoken and written categories, 98.7% and 22.1%, 98.7% and 95.4%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentages of 37.2% and 26.5%, respectively.

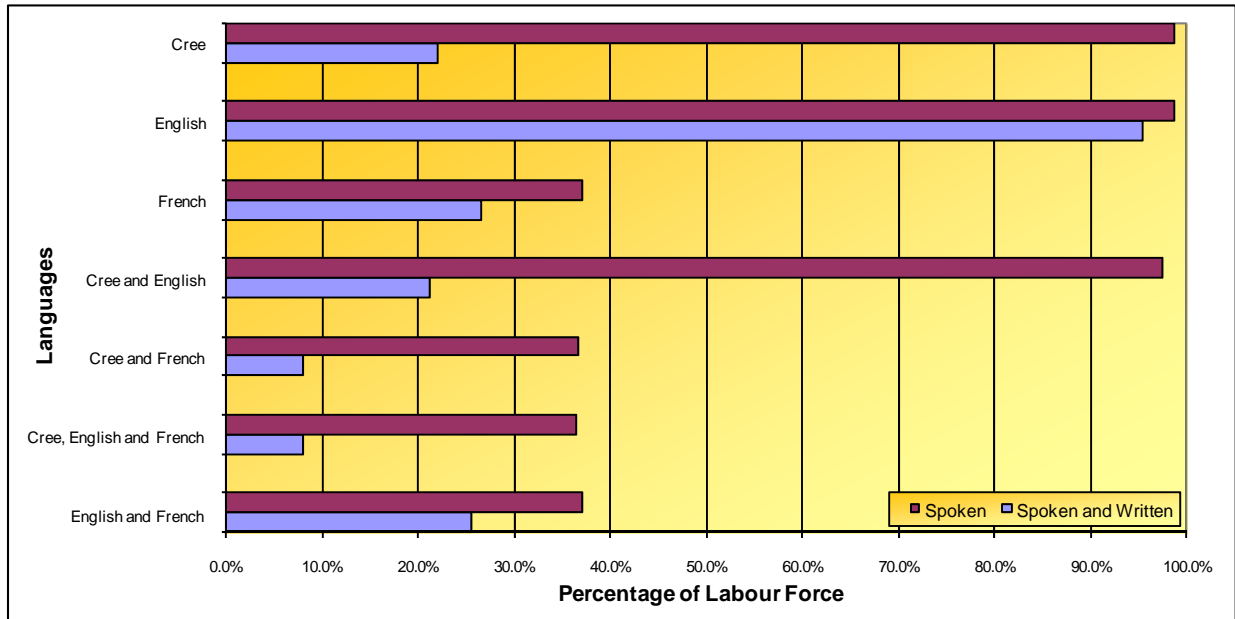
There is a large segment of the Waskaganish labour force that cannot write in the Cree language; only 17.8% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 96.8% and 23.9%, respectively. This is similar for the percentage that indicated that it is able to write in both the Cree and English, in the Cree and French and in the Cree, English and French languages. The percentage that indicated that it is able to write in the English and French languages is higher than the percentage that indicated that it is able to write in the Cree and English, Cree and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to write in the English and French languages compared to the percentage that indicated that it is able to write in the Cree language. There is also a large segment of the Cree labour force that cannot write in the Cree language; 22.1% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 95.4% and 26.5%, respectively. This is similar for the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French languages. The percentage that indicated that it is able to write in the English and French languages is higher than the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French because of the higher percentage that indicated that it is able to write in the English and in the French languages compared to the percentage that indicated that it is able to write in the Cree language.

Figure 3.2.1 shows the language proficiency levels of the Waskaganish labour force and Figure 3.2.2 shows the language proficiency levels of the Cree labour force, graphically.

**Figure 3.2.1**  
**Waskaganish Labour Force: Language Proficiency Levels (2008 CLMS)**



**Figure 3.2.2**  
**Cree Labour Force: Language Proficiency Levels (2008 CLMS)**



Overall, for the Waskaganish and the Cree labour force, the Cree language is predominately the non-official language spoken and the English language is predominately the official language spoken and written then the French language spoken and written.

#### 4.0 Waskaganish Labour Force: School Attendance and Educational Achievement Levels and Major Fields of Study

##### 4.1 Introduction

This section provides an analysis of the school attendance, the educational achievement levels and the major fields of study of the Waskaganish labour force in comparison with the Cree labour force.

The education section of the CLMS asked individuals, 15-64 years of age, to provide information on their educational background. To indicate their current educational status, the highest grade of elementary or high school attended (completed or not), the highest year of university or any other non-university completed, major field of study and full-time or part-time status.

##### 4.2 Waskaganish Labour Force: School Attendance

Individuals, 15-64 years of age, were asked if they had or were currently attending school during the 2007-2008 academic year and, if so, to indicate either high school, college, university or other and to specify full-time or part-time attendance. This allowed for the identification of the school attendance and full-time and part-time attendance levels. Table 4.2.1 shows the school attendance and full-time and part-time attendance of the Waskaganish and the Cree, 15-24 years of age groups.

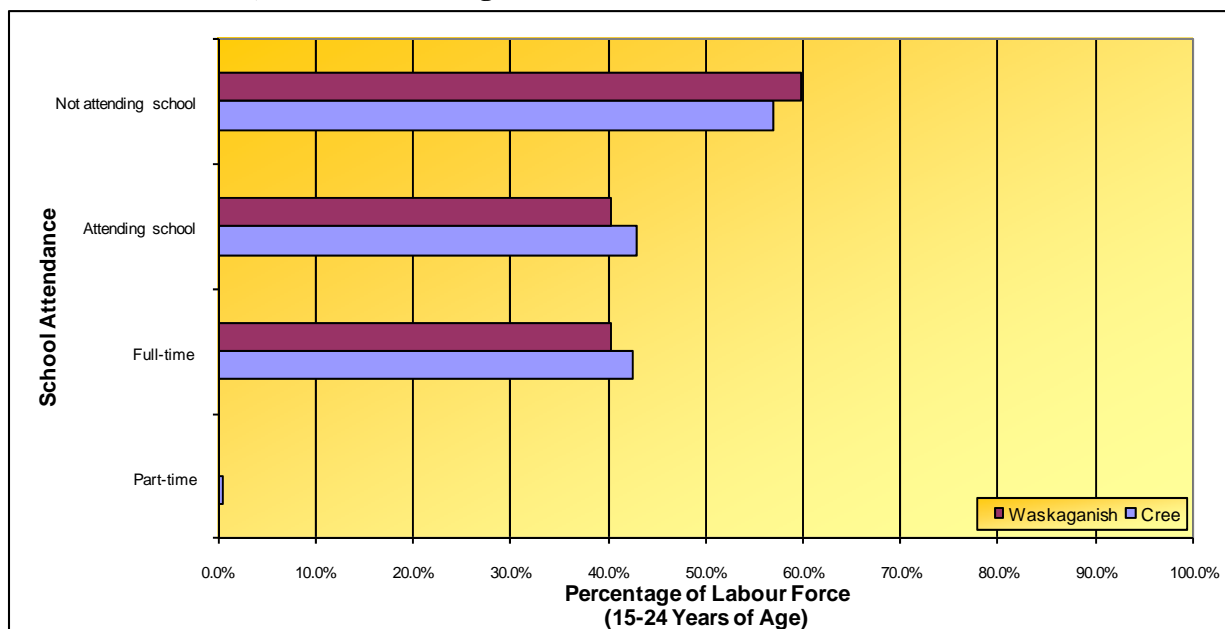
**Table 4.2.1**  
**Waskaganish and Cree Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**

Labour Force (15-24 years of age) School Attendance	Waskaganish	Cree
Not attending school	59.7%	57.0%
Attending school	40.3%	43.0%
Full-time	40.3%	42.6%
Part-time	0.0%	0.4%

The school attendance of the Waskaganish, 15-24 years of age group, for the 2007-2008 academic year, is low and is slightly lower than the school attendance of the Cree, 15-24 years of age group; 40.3% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 40.3% were attending school on a full-time basis and 0.0% on a part-time basis. The school attendance of the Cree, 15-24 years of age group, for the 2007-2008 academic year, is low but is slightly higher than the school attendance of the Waskaganish, 15-24 years of age group; 43.0% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 42.6% were attending school on a full-time basis and 0.4% on a part-time basis.

Figure 4.2.1 shows the school attendance, full-time and part-time attendance of the Waskaganish and the Cree, 15-24 years of age groups, graphically.

**Figure 4.2.1**  
**Waskaganish and Cree Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**



Overall, the school attendance of the Waskaganish, 15-24 years of age group is low and all of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis. The school attendance of the Cree, 15-24 years of age group is low and all or a majority of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis.

It is important to note that, in general, for all populations, full-time school attendance is higher among the younger age groups and generally decline in the older age groups and since the analysis is limited to the 15-24 years of age group where most of these individuals were attending high school or attending a post-secondary educational institution at some point during the 2007-2008 academic year, both requiring full-time attendance, hence, the high full-time school attendance reported.

### 4.3 Waskaganish Labour Force: Educational Achievement Levels

Individuals, 15-64 years of age, were asked to indicate their highest grade of elementary or high school attended (completed or not) and/or the highest level of university or any other non-university completed. This allowed for the identification of the highest educational level attained so that it could be classified according to the eleven standard educational achievement level classifications. The educational achievement level classification an individual falls into is determined by their highest level of education. For example, an individual with both a college diploma and a university degree would fall in the university with bachelor’s degree or higher classification. Table 4.3.1 shows the educational achievement levels of the Waskaganish and the Cree labour force that were *not attending school*.

**Table 4.3.1**  
**Waskaganish and Cree Labour Force**  
**Educational Achievement Levels (2008 CLMS)**

Labour Force (15-64 years of age) Educational Achievement Level	Waskaganish	Cree
None	1.0%	3.1%
Less than grade 9	21.9%	31.9%
Grade 9 without a secondary graduation certificate	38.1%	27.7%
Grade 9 with a secondary graduation certificate	13.8%	11.8%
Trades certificate or diploma	1.0%	2.5%
Some postsecondary without degree, certificate or diploma	0.0%	0.0%
Other non-university education without certificate or diploma	13.8%	9.7%
Other non-university education with certificate or diploma	7.6%	8.7%
University without degree without certificate or diploma	0.0%	0.0%
University without degree with certificate or diploma	1.0%	1.5%
University with bachelor's degree or higher	1.4%	3.1%

The percentage of the Waskaganish labour force with a less than a post-secondary educational level is high and is slightly higher than that of the Cree labour force with the Grade 9 without a secondary graduation certificate and the grade 9 with a secondary graduation certificate showing slightly higher percentages; 74.8% possess a less than a post-secondary educational level; 61.0% possess a grade 9 without a secondary graduation certificate and less and only 13.8% possess a grade 9 and over with a secondary graduation certificate. The percentage of the Cree labour force with a less than a post-secondary educational level is high but is slightly lower than that of the Waskaganish labour force with the none (no formal education) and the less than Grade 9 showing slightly higher percentages; 74.5% possess a less than a post-secondary educational level; 62.7% possess a grade 9 without a secondary graduation certificate and less and 11.8% possess a grade 9 and over with a secondary graduation certificate.

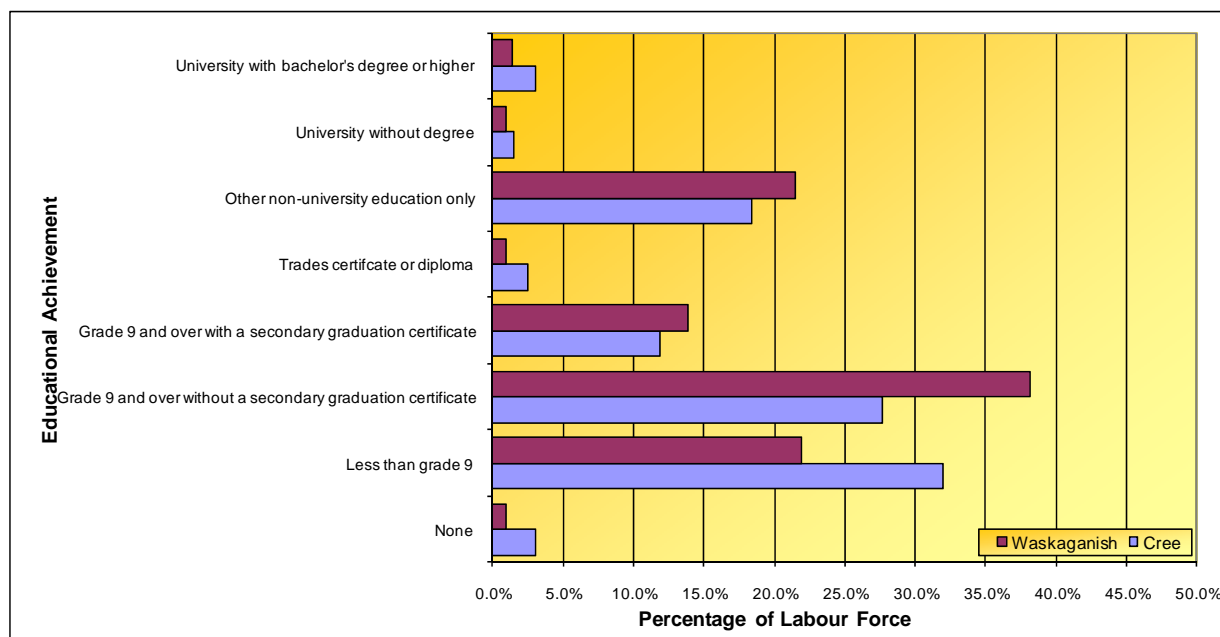
The percentage of the Waskaganish labour force with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low and are lower than that of the Cree labour force with only the other non-university education without degree with certificate or diploma showing a slightly higher percentage; 24.8% possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 11.0% possess post-secondary qualifications above the high school level. As a percentage of the labour force with post-secondary qualifications (with a certificate, diploma or degree); 8.7% possess trades certificate or diploma, 69.6% possess other non-university education with certificate or diploma, 8.7% possess university without degree with certificate or diploma and 13.0% possess university bachelor's degree or higher. The percentage of the Cree labour force with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low but are higher than that of the Waskaganish labour force with the trades certificate or diploma, the other non-university education with certificate or diploma, the university without degree with certificate or diploma and the university with bachelor's degree or higher showing slightly higher percentages; 25.5 % possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 15.8% possess post-secondary qualifications above the



high school level. As a percentage of the labour force with post-secondary qualifications (with a certificate, diploma or a degree); 16.0% possess trades certificate or diploma, 55.0% possess other non-university education with certificate or diploma, 9.5% possess university without degree with certificate or diploma and 19.5% possess university bachelor’s degree or higher.

Figure 4.3.1 shows the educational achievement levels of the Waskaganish and the Cree labour force that were *not attending school*, graphically.

**Figure 4.3.1**  
**Waskaganish and Cree Labour Force**  
**Educational Achievement Levels (2008 CLMS)**



Overall, the percentage of the Waskaganish labour force with a less than post-secondary educational level is high and is slightly higher than that of the Cree labour force with the grade 9 without a secondary graduation certificate and the grade 9 with a secondary graduation certificate showing slightly higher percentages; the percentage with a post-secondary educational level (with or without a certificate, diploma or degree) and/or (with a certificate, diploma or degree) are both low and are lower than that of the Cree labour force, with only the other non-university education without degree with certificate or diploma showing a slightly higher percentage. The percentage of the Cree labour force with a less than post-secondary educational level is high but is lower than the Waskaganish labour force with the none (no formal education) and the less than grade 9 showing slightly higher percentages. The percentage with a post-secondary educational level (with or without a certificate, diploma or degree) and/or (with a certificate, diploma or degree) are both low but are higher than that of the Waskaganish labour force with the trades certificate or diploma, the other non-university education with certificate or diploma, the university without degree with certificate or diploma and the university with bachelor’s degree or higher showing slightly higher percentages.

It is important to note that the educational achievement levels normally reported include individuals that are still in school and this tends to skew the educational achievement levels. This is clearly evident in the two educational achievement level classifications: the less than grade 9 and the grade 9 and over without a secondary graduation certificate. Before any adjustments were made for the “*not attending school*,” these two classifications account for approximately 61.1% of the Waskaganish labour force (61.6% of the Cree labour force). After the adjustments were made, these two classifications account for approximately 60.0% of the Waskaganish labour force (59.7% of the Cree labour force). The unadjusted data on the educational achievement levels of the Waskaganish and the Cree labour force is provided in Appendix C: Cree Labour Force by Community, Education: School Attendance; Educational Achievement Levels and Major Fields of Study.

With respect to the trades certificate or diploma classification: trades certificate or diploma are considered as “*post-secondary qualifications*” in the educational achievement level analysis, even though completion of secondary school may not have been a prerequisite for some trade apprenticeships programs.

#### 4.4 Waskaganish Labour Force: Major Fields of Study

Individuals, 15-64 years of age, with post-secondary qualifications, were asked to specify their major field of study at the highest level of university or any other non-university completed. This allowed for the identification of the major fields of study so that they could be classified according to the eleven standard major fields of study classifications. Table 4.4.1 shows the major fields of study of the Waskaganish and the Cree labour force with post-secondary qualifications that were *not attending school*.

**Table 4.4.1**  
**Waskaganish Labour Force: Major Fields of Study (2008 CLMS)**

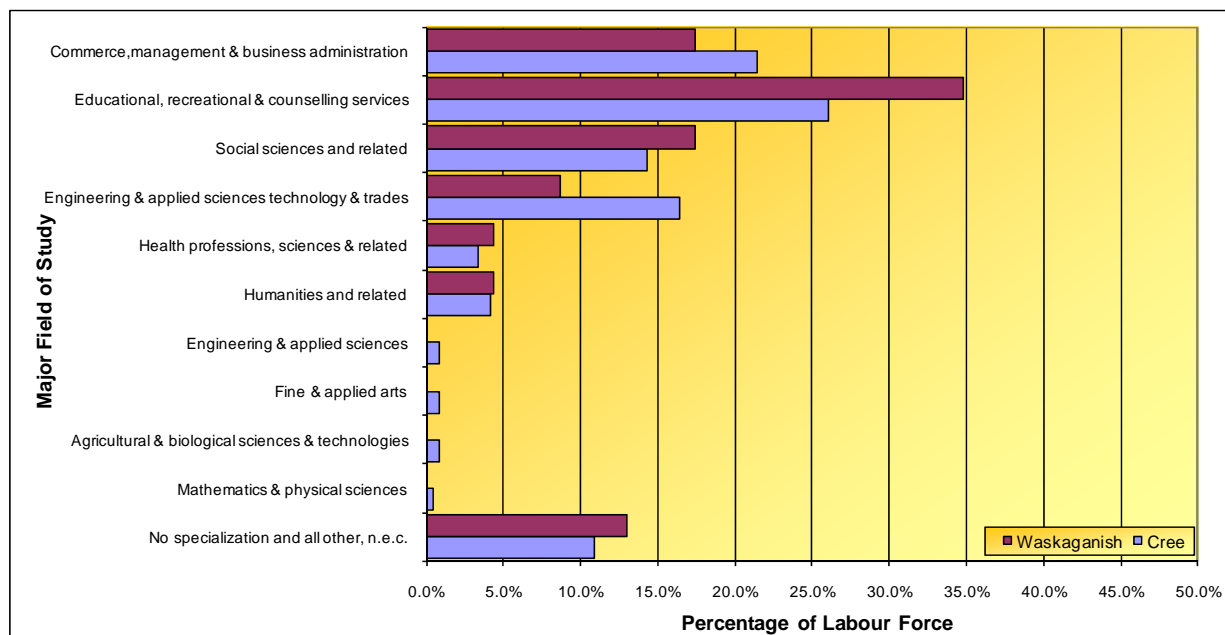
Labour Force (15-64 years of age) Major Field of Study	Waskaganish	Cree
Educational, recreational & counselling services	34.8%	26.1%
Fine & applied arts	0.0%	0.8%
Humanities and related fields	4.3%	4.2%
Social sciences and related fields	17.4%	14.3%
Commerce, management & business administration	17.4%	21.4%
Agricultural & biological sciences & technologies	0.0%	0.8%
Engineering & applied sciences	0.0%	0.8%
Engineering & applied sciences technology & trades	8.7%	16.4%
Health professions, sciences & related fields	4.3%	3.4%
Mathematics & physical sciences	0.0%	0.4%
No specialization and all other, n.e.c.	13.0%	10.9%

The percentage of the Waskaganish labour force with post-secondary qualifications (with a certificate, diploma or degree) is low and is lower than that of the Cree labour force; 11.0% possess post-secondary qualifications and four major fields of study account for 78.3% of the labour force with a post-secondary educational qualifications; 34.8% showed a strong interest in the educational, recreational and counseling services fields, 17.4% showed a strong interest in the commerce, management and business administration fields, 17.4% showed a strong interest

in the social sciences and related fields and 8.7% showed a strong interest in engineering and applied sciences technology and trades fields of study. The percentage of the Cree labour force with post-secondary qualifications (with a certificate, diploma or degree) is low but higher than that of the Waskaganish labour force; 15.8% possess post-secondary qualifications and the same four major fields of study account for 78.2% of the labour force with a post-secondary educational qualifications; 26.1% showed a strong interest in the educational, recreational and counseling services fields, 21.4% showed interest in the commerce, management and business administration fields, 14.3% showed a strong interest in the social sciences and related fields and 16.4% showed a strong interest in the engineering and applied sciences, technology and trades fields of study.

Figure 4.4.1 shows the major fields of study of the Waskaganish and the Cree labour force with post-secondary qualifications that were not attending school, graphically.

**Figure 4.4.1**  
**Waskaganish Labour Force: Major Fields of Study (2008 CLMS)**



Overall, there is very little variation in the major fields of study of the Waskaganish and the Cree labour force with post-secondary qualifications. A higher percentage of the Waskaganish labour force with post-secondary qualifications possess post-secondary qualifications in two of the four major fields of study; the educational, recreational and counselling services fields and the social sciences and related fields of study; and a higher percentage of the Cree labour force with post-secondary qualifications possess post-secondary qualifications in two of the four major fields of study; the commerce, management and business administration fields and the engineering and applied sciences, technology and trades fields of study.

## 5.0 Waskaganish Labour Force: Labour Market Activity

### 5.1 Introduction

This section provides an analysis of the labour market activity of the Waskaganish labour force; the participation, the unemployment rates, the employment to population ratios, the industry and occupation classifications (broad groups) and the employment status in comparison with the Cree labour force.

The employment and the employment history sections of the CLMS asked individuals, 15-64 years of age, to provide information on their labour market status (employed/unemployed) and on their current/previous employment (occupation and employment status, etc.).

### 5.2 Waskaganish Labour Force: Participation and Unemployment Rates and Employment to Population Ratios

Individuals, 15-64 years of age, were asked to indicate their labour market status and, if unemployed, to indicate whether or not they were actively seeking employment at the time of, or during the 4-week period prior to the CLMS (March 3, 2008 to March 28, 2008). This allowed for the participation and unemployment rates and the employment to population ratios, three of the most widely used indicators of the labour market activity to be determined. The participation rate refers to the labour forces who, at the time of the CLMS, were actively seeking employment as a percentage of the total labour force, 15-64 years of age; the unemployment rate refers to the total labour force who, at the time of the CLMS, were unemployed but were actively seeking employment as a percentage of the total labour force, 15-64 years of age; and the employment to population ratio refers to the labour force who, at the time of the CLMS, were employed as a percentage of the total population, 15-64 years of age. Table 5.2.1 shows the 2008 labour force participation and unemployment rates and the employment to population ratios of the Waskaganish and the Cree labour force.

**Table 5.2.1**  
**Waskaganish and Cree Labour Force:**  
**Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)**

Labour Force (15-64 years of age) Participation, Unemployment Rates and Employment to Population Ratios	Waskaganish	Cree
<b>Participation rate</b>	<b>84.6%</b>	<b>81.4%</b>
Male	89.2%	85.3%
Female	79.7%	77.4%
<b>Unemployment rate</b>	<b>39.7%</b>	<b>22.8%</b>
Male	47.7%	27.0%
Female	31.4%	18.1%
<b>Employment to population ratio</b>	<b>51.0%</b>	<b>62.8%</b>
Male	46.7%	62.3%
Female	53.9%	63.4%

In 2008, the Waskaganish and the Cree labour markets were characterized by high participation and unemployment rates and low employment to population ratios.

The participation rate for the Waskaganish labour force stood at 84.6% (89.2% for the males and 79.7% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 61.0% (69.4% for the males and 52.4% for the females). The participation rates by gender show that the male participation rates were consistently higher than those of the females across all age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 69.4%. The female participation rates were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower participation rates of 79.7% and 52.4%, respectively. The participation rate for the Cree labour force stood at 81.4% (85.3% for the males and 77.4% for the females) was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 56.8% (46.6% for the males and 55.4% for the females). The participation rates by gender show that the male participation rates were consistently higher than those of the females across all of the major age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 46.6%. The female participation rate were also high across all of the major age groups with the 15-64 and the 15-24 years of age groups showing lower participation rates of 77.4% and 55.4%, respectively.

The Waskaganish labour force participation rate was higher than the participation rate for the Cree labour force and was higher across all of the major age groups. The participation rates by gender show that the male participation rates were higher across all of the major age groups and the female participation rates were also higher across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 52.4%.

The unemployment rate for the Waskaganish labour force stood at 39.7% (47.7% for the males and 31.4% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 61.7% (68.0% for the males and 54.5% for the females) and the 45-64 years of age group showing a lower unemployment rate of 28.6% (39.3% for the males and 17.9% for the females). The unemployment rates by gender show that the male unemployment rates were consistently higher than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 68.0% and the 45-64 years of age group showing a lower unemployment rate of 39.3%. The female unemployment rates were high across all of the major age groups with only the 15-24 years of age group showing a higher unemployment rate of 54.5% and the 25-64 and 45-64 years of age groups showing lower unemployment rates of 25.0% and 17.9%, respectively. The unemployment rate for the Cree labour force stood at 22.8% (27.0% for the males and 18.1% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 41.9% (46.6% for the males and 36.7% for the females) and the 45-64 years of age group showing a lower unemployment rate of 14.6% (19.4% for the males and 9.6% for the females). The unemployment rates by gender show that the male unemployment rates were consistently higher than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-24 years of age

group showing a higher unemployment rate of 46.6% and the 45-64 years of age group showing a lower unemployment rate of 19.4%. The female unemployment rates were also high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 36.7% and the 45-64 years of age group showing a lower unemployment rate of 9.6%.

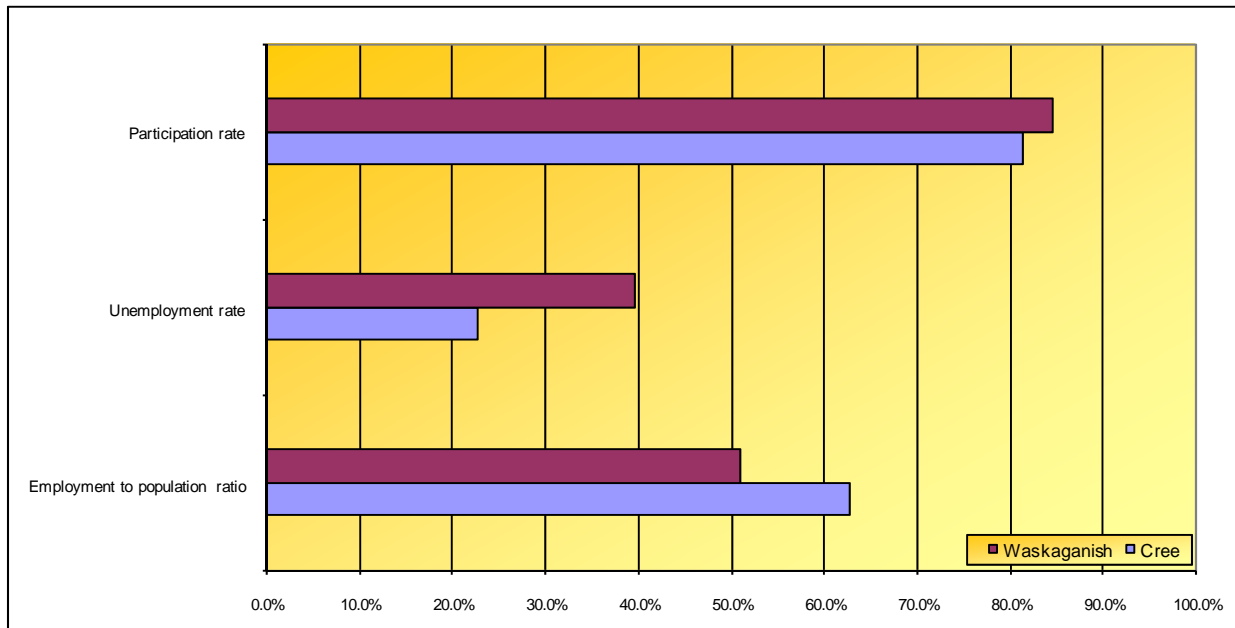
The Waskaganish labour force unemployment rate was higher than the unemployment rate for the Cree labour force and was higher across all of the major age groups. The unemployment rates by gender show that the male and female unemployment rates were higher across all of the major age groups.

The employment to population ratio for the Waskaganish labour force stood at 51.0% (46.7% for the males and 53.9% for the females) and was low across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 23.4% (22.2% for the males and 23.8% for the females) and the 45-64 years of age groups showing a higher employment to population ratio of 70.7% (62.1% for the males and 79.3% for the females). The employment to population ratios by gender show that the male employment to population ratios were consistently lower than those of the females across all of the major age groups. The male employment to population ratios were low across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 22.2%. The female employment to population ratios were high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 53.9% and 23.8%, respectively. The employment to population ratio for the Cree labour force stood at 62.8% (62.3% for the males and 63.4% for the females) and was low across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment ratios of 62.8% (62.3% for the males and 63.4% for the females) and 33.2% (32.3% for the males and 35.1% for the females, respectively, and the 45-64 years of age group showing a higher employment to population of 78.6% (76.9% for the males and 80.3% for the females). The employment to population ratios by gender show that the male employment to population ratios were consistently lower than those of the females across all of the major age groups with the 25-44 years of age group showing a higher employment to population ratio of 73.4% (72.1% for the females). The male employment to population ratios were high with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 62.3% and 32.3%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 76.9%. The female employment to population ratios were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 63.4% and 35.1%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 80.3%.

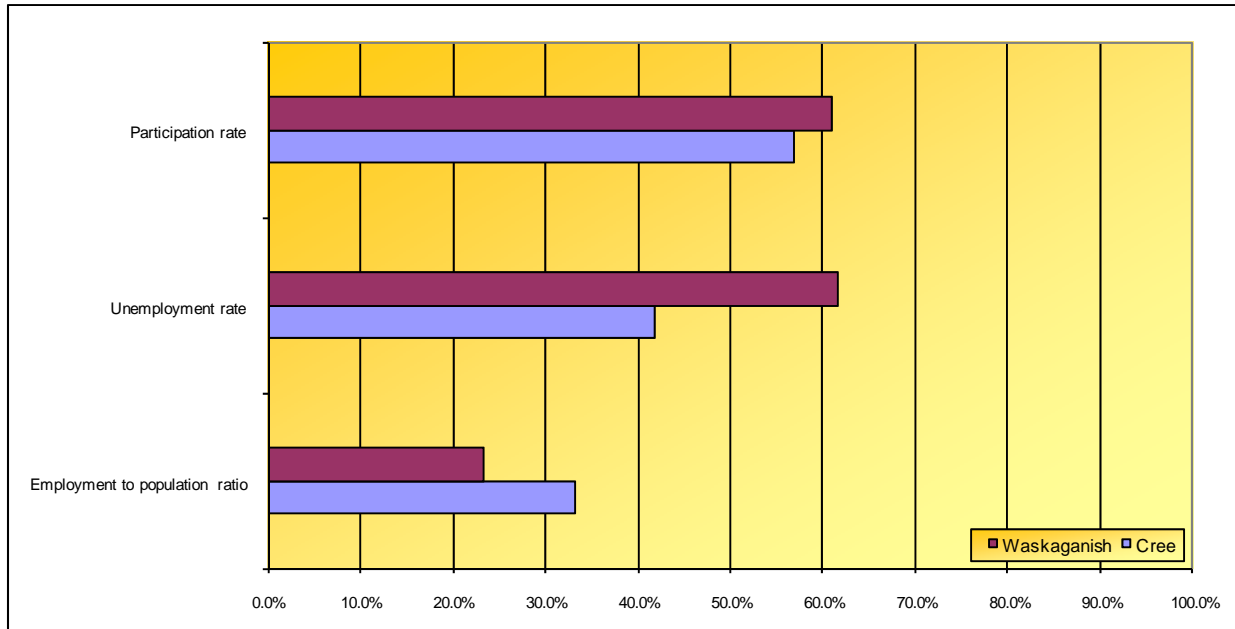
The Waskaganish labour force employment to population ratio was lower than the employment to population ratio for the Cree labour force and was lower across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 28.6%. The employment to population ratios by gender show that the male and the female employment to population ratios were lower across all of the major age groups.

Figure 5.2.1 shows the participation and unemployment rates and the employment to population ratios of the Waskaganish and the Cree, 15-64 years of age groups, Figure 5.2.2 shows the participation and unemployment rates and the employment to population ratios of the Waskaganish and the Cree, 15-24 years of age group and Figure 5.2.3 shows the participation and unemployment rates and the employment to population ratios of the Waskaganish and the Cree, 25-64 years of age group, graphically.

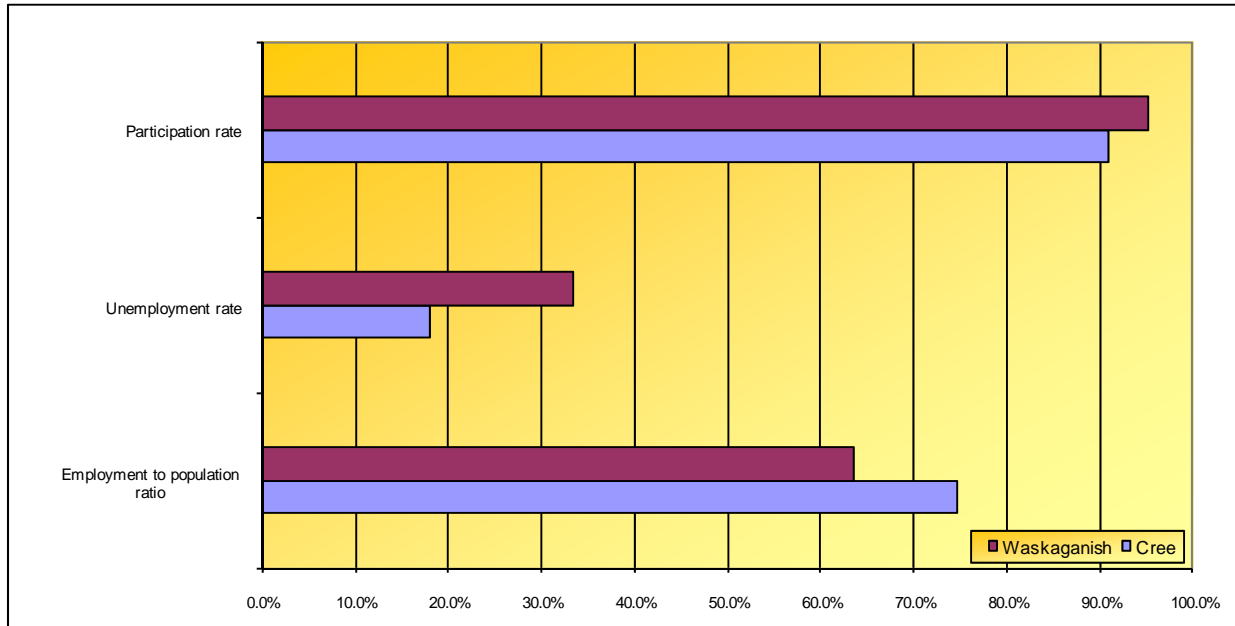
**Figure 5.2.1**  
**Waskaganish and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)**



**Figure 5.2.2**  
**Waskaganish and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)**



**Figure 5.2.3**  
**Waskaganish and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)**





Overall, the Waskaganish labour force participation and unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a slightly lower participation rate and a higher unemployment rate and the 45-64 years of age group showing a lower unemployment rate. The employment to population ratios were consistently low across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio and the 45-64 years of age groups showing a higher employment to population ratio.

The high participation and unemployment rates that characterized the Waskaganish labour market indicate that the Waskaganish labour market has only been able to absorb a low percentage of the existing labour force and the low employment to population ratio indicates that the Waskaganish labour market has only been able to utilize a low percentage of the existing labour force pool. The data clearly shows that there were a high number of individuals entering the Waskaganish labour market that were not being equally offset by the number of individuals leaving the Waskaganish labour market. There were more young individuals entering the Waskaganish labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.9 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated to be approximately 2.7% per year, is not likely improve the performance of, and could pose a seriously strain on the labour force absorption capacity of the Waskaganish labour market. This phenomenon, given the relatively young population and the high population growth rate, can be expected to continue throughout the coming decade(s).

The Cree labour force participation and unemployment rates were high across all the major age groups and the employment to population ratios were low across all of the major age groups with the 15-24 years of age group showing a lower participation rate, a higher unemployment rate and the 15-64 and 15-24 years of age groups showing lower employment to population ratios.

The high participation and unemployment rates that characterized the Cree labour market indicate that the Cree labour market has only been able to absorb a small percentage of its existing labour force and the low employment to population ratio indicates that the Cree labour market has only been able to utilize a low percentage of its existing labour force pool. The data clearly shows that there were a high number of individuals entering the Cree labour market that were not being equally offset by the number of individuals leaving the Cree labour market. There were more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated at approximately 2.4% per year, is not likely improve the performance of, and could pose a seriously strain on the labour force absorption capacity of the Cree labour market. This phenomenon, given the relatively young Cree population and the high population growth rate, can be expected to continue throughout the coming decade(s).

### 5.3 Waskaganish Labour Force: Industry Classification

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the identification of the industry where the individual found employment so that it could be classified according to the three main industry sectors as well as to the twenty-one industry classifications of the 2001 North American Industry Classification System (NAICS).

The three main industry sectors are; the primary industries, which includes agriculture, forestry, mining, hunting and fishing and other resource based industries; the secondary industries, which includes manufacturing, construction, transportation and storage and communication industries; and the tertiary industries, which includes wholesale and retail trades, finance, insurance, real estate, business services, government, accommodation, food, and beverage and other service industries. Table 5.3.1 shows the main industry sectors where the Waskaganish and the Cree employed labour force found employment.

**Table 5.3.1  
Waskaganish and Cree Labour Force: Industry Sector (2008 CLMS)**

Labour Force (15-64 years of age) Industry	Waskaganish	Cree
Primary	26.2%	23.8%
Secondary	6.8%	10.3%
Tertiary	67.0%	65.9%

The secondary and tertiary industries account for 73.8% of all the jobs for the Waskaganish employed labour force; 26.2% found employment in the primary industry, 6.8% in the secondary industry and 67.0% in the tertiary industry. Alternatively, for every 100 jobs created; 67 were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 7 were created in the secondary industry by the construction and transportation related activities, and 26 were created in the primary industry by forestry, fishing and hunting and mining activities. The secondary and tertiary industry account for 89.7% of all the jobs for the Cree employed labour force; 23.8% found employment in the primary industry, 10.3% in the secondary industry and 65.9% in the tertiary industry. Alternatively, for every 100 jobs created; approximately 66 jobs were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 10 jobs were created in the secondary industry by the construction and transportation related activities and 24 jobs were created in the primary industry by the agriculture, forestry, fishing and hunting and mining activities. The data takes hunting and trapping into account since this activity was practiced by approximately 21.4% of the Waskaganish employed labour force (22.0% of the Cree employed labour force). Table 5.3.2 shows the main industry classifications where the Waskaganish and the Cree employed labour force found employment.

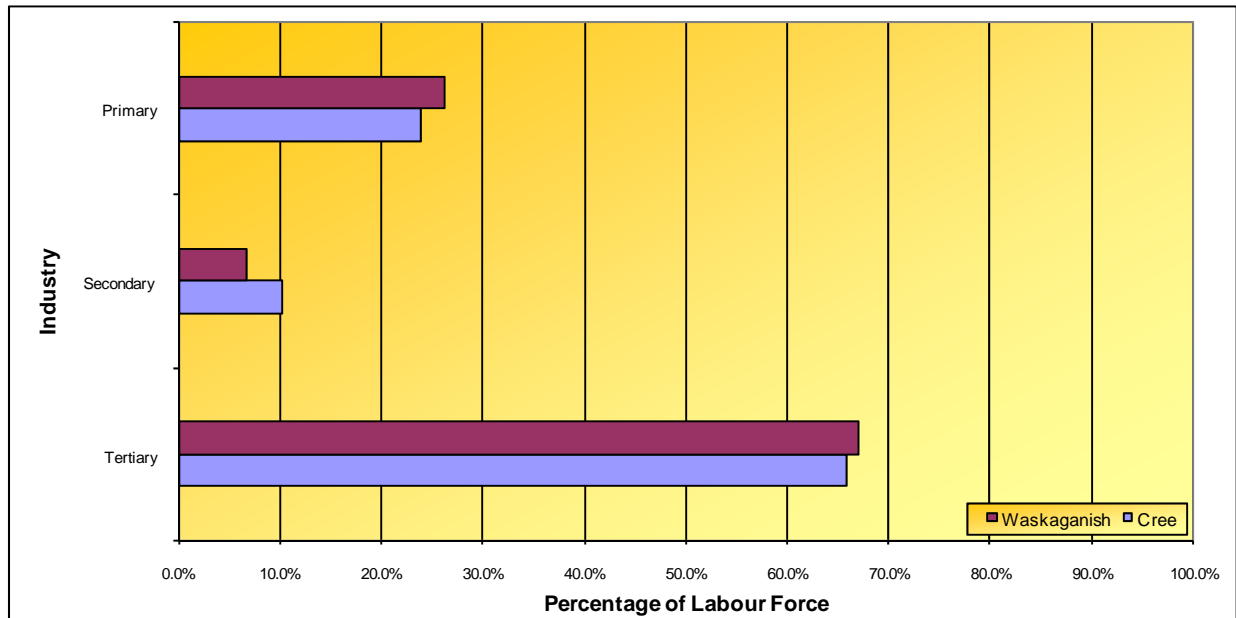
**Table 5.3.2**  
**Waskaganish and Cree Labour Force: Industry Classification (2008 CLMS)**

Labour Force (15-64 years of age) Industry	Waskaganish	Cree
Agriculture, forestry, fishing and hunting	21.4%	22.0%
Mining and oil and gas extraction	0.0%	0.4%
Manufacturing	0.0%	0.0%
Construction industries	4.0%	8.7%
Transportation and storage industries	1.6%	0.9%
Communications and other utility industries	0.0%	0.1%
Wholesale and retail trade industries	0.8%	4.7%
Information and cultural industries	0.8%	0.4%
Finance, insurance, real estate industries	0.0%	1.0%
Professional, scientific and technical services	0.8%	0.1%
Management of companies and enterprises	0.0%	1.9%
Business and services industries	0.0%	0.0%
Administrative and support, waste management and remedial services	0.0%	0.0%
Government services industries	0.0%	0.0%
Educational services industries	15.9%	15.8%
Health and social services industries	4.8%	11.7%
Arts, entertainment and recreation	0.8%	1.3%
Accommodation, food and beverage industries	5.6%	3.3%
Other service industries (except public administration)	0.8%	0.4%
Public administration	24.6%	21.2%
Industry not elsewhere classified	19.0%	6.3%

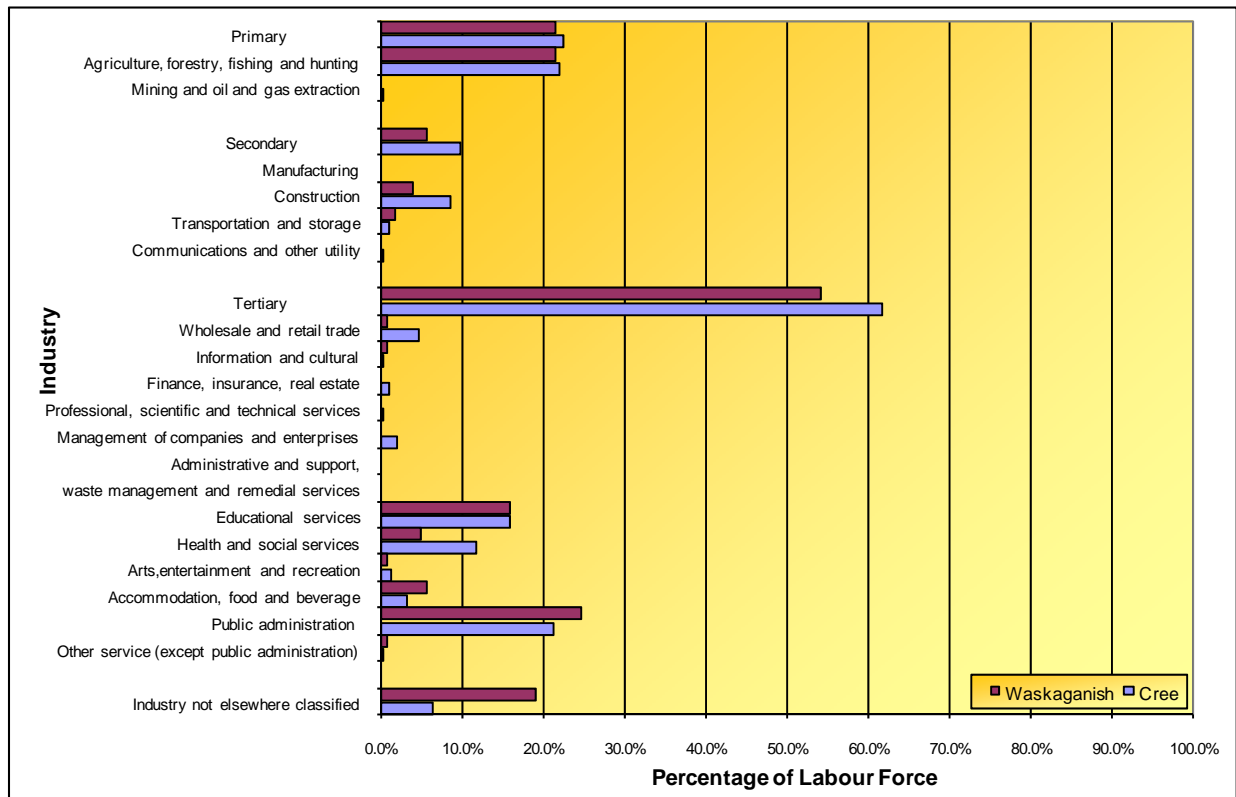
Six major industry classifications account for 76.3% of the Waskaganish employed labour force; 24.6% found employment in the public administration, 21.4% found employment in the agriculture forestry, fishing and hunting, 15.9% found employment in the educational services, 5.6% found employment in the accommodations, food and beverages, 4.8% found employment in the health and social services and 4.0% found employment in the construction industries. The same six major industry classifications account for 82.7% of the Cree employed labour force; 21.2% found employment in the public administration, 22.0% found employment in the agriculture, forestry, fishing and hunting; 15.8% found employment in the educational services, 3.3% found employment in the accommodations, food and beverages; 11.7% found employment in the health and services and 8.7% found employment in the construction industries.

Figure 5.3.1 shows the main industry sectors where the Waskaganish and the Cree employed labour force found employment and Figure 5.3.2 shows the main industry classifications where the Waskaganish and the Cree employed labour force found employment, graphically.

**Figure 5.3.1**  
**Waskaganish and Cree Labour Force: Industry Sector (2008 CLMS)**



**Figure 5.3.2**  
**Waskaganish and Cree Labour Force: Industry Classification (2008 CLMS)**



Overall, the data shows very little variation in the industry distribution of the Waskaganish and the Cree employed labour force. A higher percentage of the Waskaganish employed labour force found employment in three of the six major industry classifications; the public administration, the educational services and the accommodations, food and beverages industries; and a higher percentage of the Cree employed labour force found employment in three of the six major industry classifications; the agriculture, forestry, fishing and hunting, the health and social services and the construction industries. The data does clearly show a prevalent imbalance in the distribution, where the majority find employment in the tertiary industries and very few find employment in the primary and secondary industries.

#### **5.4 Waskaganish Labour Force: Occupation Classification**

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the occupation of the individual to be identified so that it could be classified according to the eleven standardized 2001 National Occupational Classification Codes (NOC). Table 5.4.1 shows the main occupation classification of the Waskaganish and the Cree employed labour force.

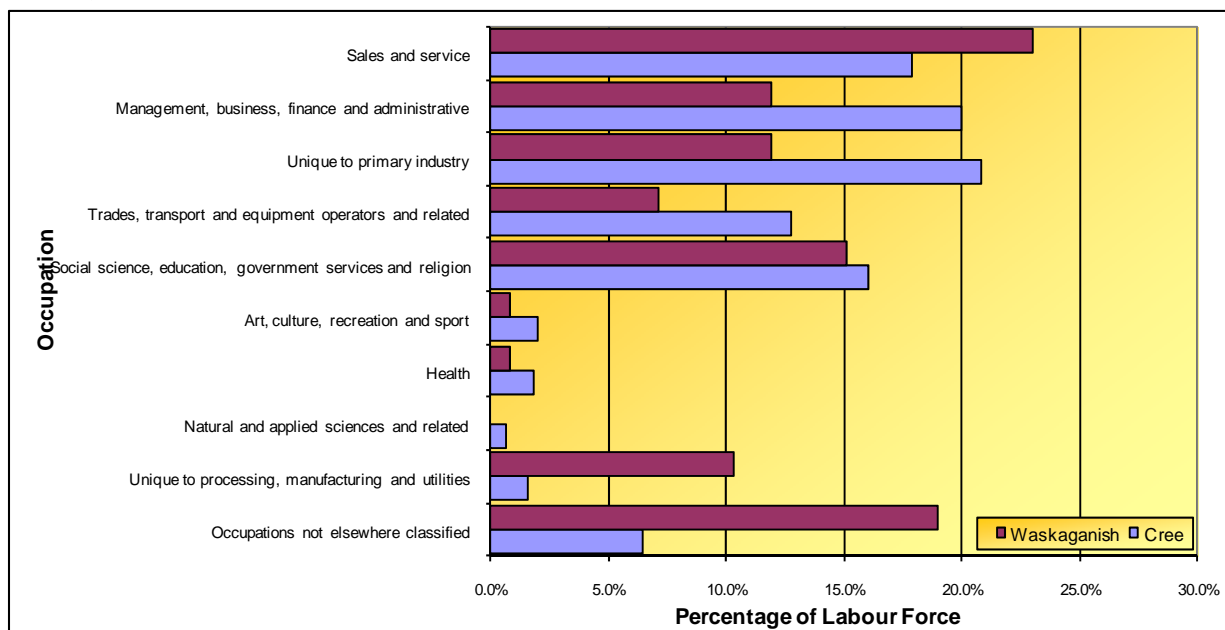
**Table 5.4.1  
Waskaganish Labour Force: Occupation Classification (2008 CLMS)**

<b>Labour Force (15-64 years of age) Occupation</b>	<b>Waskaganish</b>	<b>Cree</b>
Management, business, finance and administrative occupations	11.9%	19.9%
Natural and applied sciences and related occupations	0.0%	0.6%
Health occupations	0.8%	1.8%
Occupations in social science, education, government services and religion	15.1%	16.0%
Art, culture, recreation and sport occupations	0.8%	2.0%
Sales and service occupations	23.0%	17.9%
Trades, transport and equipment operators and related occupations	7.1%	12.8%
Occupations unique to primary industry	11.9%	20.9%
Occupations unique to processing manufacturing and utilities	10.3%	1.5%
Occupations not elsewhere classified	19.0%	6.5%

Five of the largest occupational groups account for 72.2% of the Waskaganish employed labour force; 23.0% found employment in the sales and services, 15.1% found employment in the social science, education, government services and religion, 11.9% found employment in the management, business, finance and administrative, 11.9% found employment in the primary, and 10.3% found employment in the processing, manufacturing and utilities occupations. The same five of the largest occupational groups account for 76.2% of the Cree employed labour force; 17.9% found employment in the sales and services, 16.0% found employment in the social science, education, government services and religion, 19.9% found employment in the management, business, finance and administrative, 20.9% found employment in the primary, and 1.5% found employment in the processing, manufacturing and utilities occupations.

Figure 5.4.1 shows the main occupation classifications of the Waskaganish and the Cree employed labour force, graphically.

**Figure 5.4.1**  
**Waskaganish Labour Force: Occupation Classification (2008 CLMS)**



Overall, the data shows very little variation in the occupation distribution of the Waskaganish and the Cree employed labour force. A higher percentage of the Waskaganish employed labour force found employment in two of the five largest occupational groups; the sales and services and the processing, manufacturing and utilities occupations; and a higher percentage of the Cree employed labour force found employment in three of the five largest occupational groups; the social science, education, government services and religion, the management, business, finance and administrative and the primary occupations.

**5.5 Waskaganish Labour Force: Employment Status**

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the employment status of the individual to be determined so that it could be classified according to the standard employment status classifications. Table 5.5.1 shows the employment status of the Waskaganish and the Cree employed labour force.

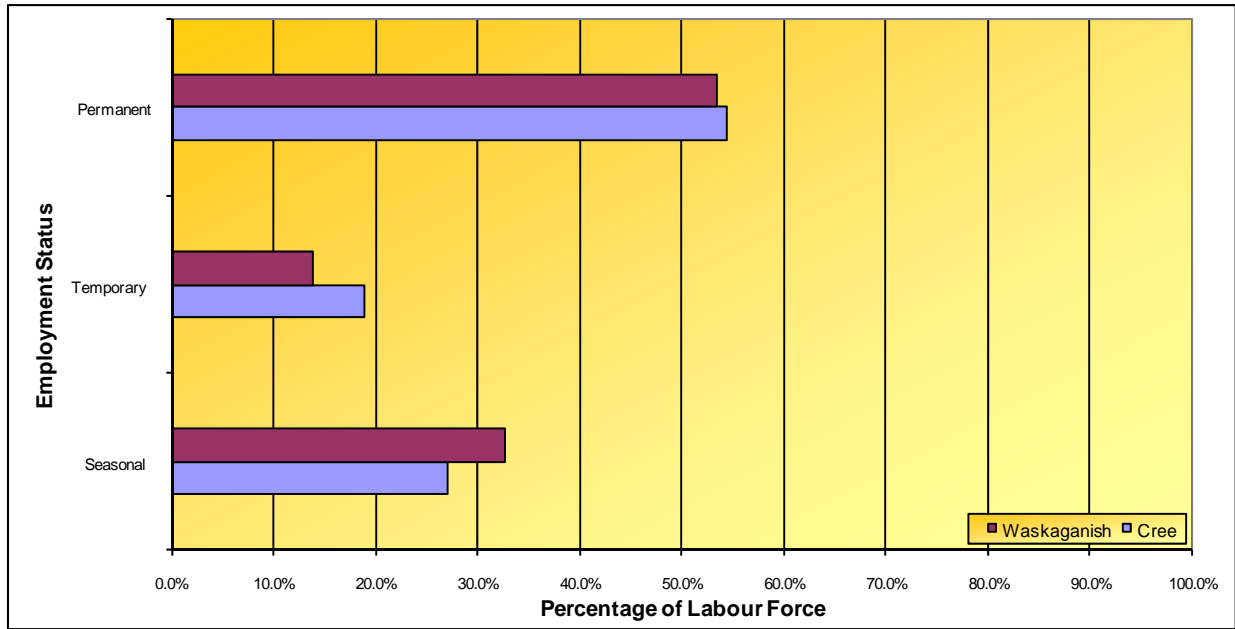
**Table 5.5.1**  
**Waskaganish and Cree Labour Force: Employment Status (2008 CLMS)**

Labour Force (15-64 years of age) Employment Status	Waskaganish	Cree
<b>Permanent</b>	<b>53.5%</b>	<b>54.2%</b>
Full-time	87.0%	93.4%
Part-time	14.8%	6.6%
<b>Temporary</b>	<b>13.9%</b>	<b>18.8%</b>
Full-time	78.6%	83.6%
Part-time	21.4%	16.4%
<b>Seasonal</b>	<b>32.7%</b>	<b>27.0%</b>
Full-time	100.0%	99.3%
Part-time	0.0%	0.7%

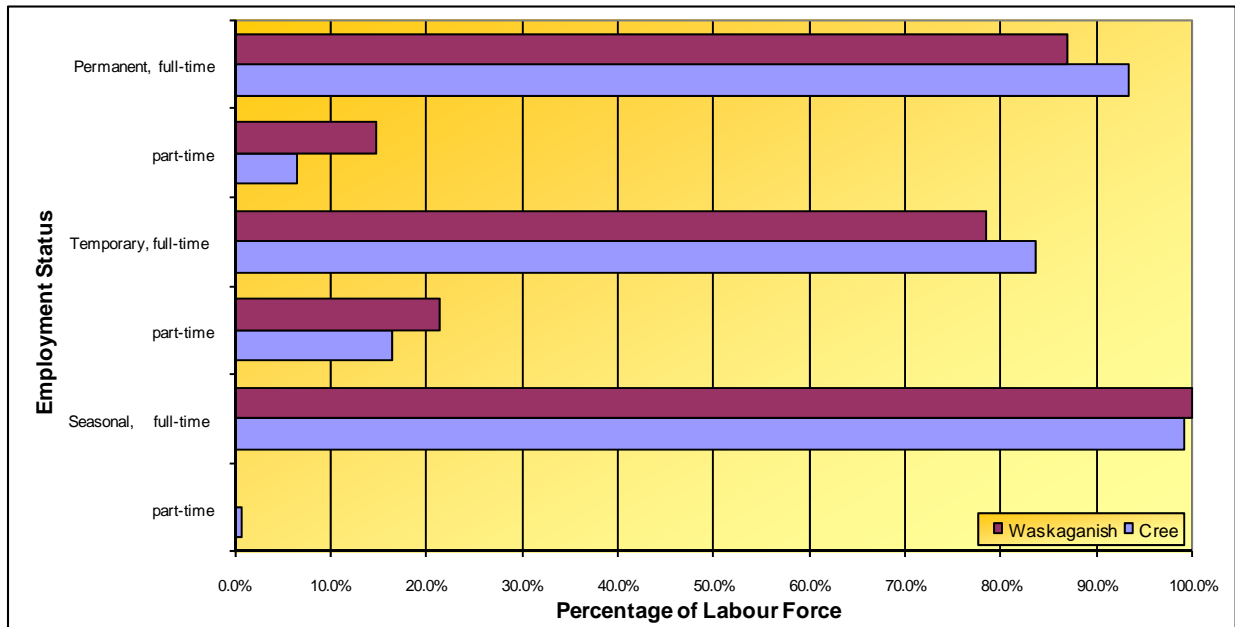
The majority of all positions reported by the Waskaganish employed labour force were permanent and full-time positions; 53.5% were employed on a permanent basis (85.5% full-time and 14.5% part-time), 13.9% on a temporary basis (78.6% full-time and 21.4% part-time) and 32.7% on a seasonal basis (100.0% full-time and 0.0% part-time). The majority of all positions reported by the Cree employed labour force were also permanent and full-time positions; 54.2% were employed on a permanent basis (93.4% full-time and 6.6% part-time), 18.8% on a temporary basis (83.6% full-time and 16.4% part-time) and 27.0% on a seasonal basis (99.3% full-time and 0.7% part-time).

Figure 5.5.1 shows the permanent, temporary, and seasonal employment status of the Waskaganish and the Cree employed labour force and Figure 5.5.2 show the permanent, temporary, seasonal, full-time and part-time employment status of the Waskaganish and the Cree employed labour force, graphically.

**Figure 5.5.1**  
**Waskaganish and Cree Labour Force:**  
**Permanent, Temporary and Seasonal Employment Status (2008 CLMS)**



**Figure 5.5.2**  
**Waskaganish and Cree Labour Force:**  
**Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)**





Overall, the majority of all positions reported by the Waskaganish employed labour force were permanent and full-time positions; 53.5% were permanent positions and 89.2% of all the positions reported, regardless of their permanent, temporary and seasonal status, were full-time positions (10.8% were part-time positions); and the majority of all positions reported by the Cree employed labour force were also permanent and full-time positions; 54.2% were permanent positions and 93.1% of all the positions reported, regardless of their permanent, temporary and seasonal status were full-time positions (6.9% were part-time positions).

Part II - Community Level Perspective  
G - Cree Nation of Waswanipi



Statistical Profile

from the

2008

Cree Labour Market Survey

**Part II - Community Level Perspective**  
**G - Cree Nation of Waswanipi**

**TABLE OF CONTENTS**

	Page
Table of Contents	i
List of Tables	ii
List of Figures	iii
Executive Summary	v
<b>1.0 Waswanipi Labour Force Dynamics</b>	<b>1</b>
1.1 Introduction	1
1.2 Waswanipi Labour Force	1
<b>2.0 Waswanipi Labour Force: Potential Size</b>	<b>5</b>
2.1 Introduction	5
2.2 Potential Size	5
2.3 Estimated New Job Requirements	6
<b>3.0 Waswanipi Labour Force: Language Proficiency Levels</b>	<b>8</b>
3.1 Introduction	8
3.2 Language Proficiency Levels	8
<b>4.0 Waswanipi Labour Force: School Attendance, Educational Achievement Levels and Major Fields of Study</b>	<b>12</b>
4.1 Introduction	12
4.2 School Attendance	12
4.3 Educational Achievement Levels	13
4.4 Major Fields of Study	16
<b>5.0 Waswanipi Labour Force: Labour Market Activity</b>	<b>18</b>
5.1 Introduction	18
5.2 Participation and Unemployment Rates and Employment to Population Ratios	18
5.3 Industry Classification	24
5.4 Occupation Classification	27
5.5 Employment Status	28

**LIST OF TABLES**

	Page
Table 2.2.1 Waswanipi and Cree Labour Force: Potential Size (2008 CLMS)	5
Table 2.3.1 Waswanipi and Cree Labour Force: Estimated New Job Requirements (2008 CLMS)	6
Table 3.2.1 Waswanipi and Cree Labour Force: Language Proficiency Levels (2008 CLMS)	8
Table 4.2.1 Waswanipi and Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)	12
Table 4.3.1 Waswanipi and Cree Labour Force: Educational Achievement Levels (2008 CLMS)	14
Table 4.4.1 Waswanipi and Cree Labour Force: Major Fields of Study (2008 CLMS)	16
Table 5.2.1 Waswanipi and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)	18
Table 5.3.1 Waswanipi and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	24
Table 5.3.2 Waswanipi and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	25
Table 5.4.1 Waswanipi and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	27
Table 5.5.1 Waswanipi and Cree Labour Force: Employment Status (2008 CLMS)	29

## **LIST OF FIGURES**

	Page
Figure 1.2.1 Cree Labour Force by Community (2008 CLMS)	1
Figure 1.2.2 Waswanipi and Cree Labour Force: Age Structure (2008 CLMS)	2
Figure 1.2.3 Cree Labour Force: Age/Gender (2008 CLMS)	2
Figure 1.2.4 Waswanipi Labour Force: Age/Gender (2008 CLMS)	3
Figure 3.2.1 Waswanipi Labour Force: Language Proficiency Level (2008 CLMS)	10
Figure 3.2.2 Cree Labour Force: Language Proficiency Level (2008 CLMS)	10
Figure 4.2.1 Waswanipi and Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)	13
Figure 4.3.1 Waswanipi and Cree Labour Force: Educational Achievement Levels (2008 CLMS)	15
Figure 4.4.1 Waswanipi and Cree Labour Force: Major Fields of Study (2008 CLMS)	17
Figure 5.2.1 Waswanipi and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)	21
Figure 5.2.2 Waswanipi and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)	22
Figure 5.2.3 Waswanipi and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)	22
Figure 5.3.1 Waswanipi and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	26
Figure 5.3.2 Waswanipi and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	26
Figure 5.4.1 Waswanipi and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	28

**LIST OF FIGURES Cont'd**

	Page
Figure 5.5.1 Waswanipi and Cree Labour Force: Permanent, Temporary, and Seasonal Employment Status (2008 CLMS)	30
Figure 5.5.2 Waswanipi and Cree Labour Force: Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)	30

## **Executive Summary**

### **Labour Force Dynamics: Waswanipi Labour Force, Potential Size and Estimated New Job Requirements**

#### **Waswanipi Labour Force**

As of March 31, 2008, the Waswanipi labour force consisted of 945 individuals accounting for 10.2% of the Cree labour force and is expected to increase at a rate of approximately 3.4% per year, over the 2008-2013 period.

The Waswanipi labour force is characterized by a youthful demographic structure, where:

- 28.6% is between 15-24 years of age;
- 49.2% is between 25-44 years of age; and
- 22.2% is between 45-64 years of age.

This distribution is a direct result of the high population growth experienced over the past decade(s). In essence, the youthful demographic structure of the Waswanipi population has translated into a young and rapidly expanding labour force.

#### **Potential Size and Estimated New Job Requirements**

Projections on the potential size and new job requirements estimate that the Waswanipi labour force:

- will increase to 850 by 2013, an 16.4% increase of approximately 3.3 % per year;
- will require the creation of approximately 305 new jobs (61 new jobs per year) to attain full employment levels by 2013; and
- will require the creation of approximately 85 new jobs (17 new jobs per year) to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period.

The high number of new job requirements to attain full employment levels or to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period are a direct result of the youthful demographic structure of the Waswanipi population.

## **Language: Language Proficiency Levels**

### **Language Proficiency Levels**

The analysis of the language proficiency levels of the Waswanipi labour force reveals that:

- 97.9% is able to speak in the Cree language, 99.5% in the English language and 72.0% in the French language;
- 97.4% is able to speak in Cree and English languages, 70.4% in the Cree and French languages, 72.0% in the English and French languages and 70.4% in the Cree, English and French languages; and
- 27.5% is able to write in the Cree language, 94.2% in the English language and 50.3% in the French language.

The Cree language is predominately the non-official language spoken, the English language is predominately the official language spoken and written then the French language spoken and written.

## **Education: School Attendance and Educational Achievement Levels and Major Fields of Study**

### **School Attendance**

The analysis of the school attendance of the Waswanipi, 15-24 years of age group, for the 2007-2008 academic year, reveals that:

- 46.3% were not attending school; and
- 53.7% were attending school.

All or a majority of the individuals that indicated that they were attending school during the 2007-2008 academic year were attending on a full-time basis.

### **Educational Achievement Levels**

The analysis of the educational achievement levels of the Waswanipi labour force that were not attending school reveals that;

- 2.0% possess none (no formal education);
- 46.7% possess a grade 9 without a secondary graduation certificate and less;
- 17.7% possess a grade 9 and over with a secondary graduation certificate;
- 35.4% possess a post-secondary educational level (with or without a certificate, diploma or degree); and



- 21.1% possess post-secondary qualifications (with a certificate, diploma or degree) above the high school level.

The percentage of the Waswanipi labour force with a less than post-secondary educational level is high when compared with the percentage with a post-secondary educational level (with or without a certificate, diploma or degree).

### **Major Fields of Study**

The analysis of the post-secondary qualifications and major fields of study of the Waswanipi labour force that were not attending school reveals that 21.1% possess post-secondary qualifications (with certificate, diploma or degree) above the high school level with strong interest in four of the eleven major fields of study classifications:

- the engineering and applied sciences technologies and trades fields;
- the educational, recreational and counseling services fields;
- the commerce, management and business administration fields; and
- the social sciences and related fields of study.

There is very little variation in the distribution; these four major fields of study account for 80.7% of the Waswanipi labour force with post-secondary qualifications.

### **Labour Market Activity:**

#### **Participation and Unemployment Rates and the Employment to Population Ratios, Industry, Occupation and Employment Status**

#### **Participation and Unemployment Rates and the Employment to Population Ratios**

An analysis of the Waswanipi labour market reveals high participation and unemployment rates and a low employment to population ratio:

- the participation rate stood at 77.2% and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 48.1%;
- the unemployment rate stood at 26.0% and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 57.5% and the 25-64 and the 45-64 years of age groups showing lower unemployment rates of 10.5% and 19.0%, respectively; and
- the employment to population ratio stood at 57.7% and was low across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 20.4%.

The high participation and unemployment rates that characterized the Waswanipi labour market indicate that the Waswanipi labour market has only been able to absorb a small percentage of the

existing labour force and the low employment to population ratio indicates that the Waswanipi labour market has only been able to utilize a low percentage of the existing labour force pool.

## **Industry**

The analysis of the industry to determine where the Waswanipi employed labour force found employment reveals that the majority found employment in the tertiary industries followed by the primary and then the secondary industries:

- 30.8% found employment in the primary;
- 3.7% found employment in the secondary; and
- 65.4% found employment in the tertiary industries.

More specifically, the majority found employment in six of the eleven major industry classifications:

- the public administration;
- the agriculture forestry, fishing and hunting;
- the educational services;
- the health and social services;
- the arts, entertainment and recreation; and
- the construction industries.

There is very little variation in distribution; these six industry classifications account for 91.9% of the Waswanipi employed labour force. The data does reveal the prevalent imbalance in the distribution, where the majority of find employment in the tertiary industries and very few find employment in the primary and secondary industries.

## **Occupation**

The analysis of the occupation classifications to determine where the Waswanipi employed labour force found employment reveals that the majority found employment in five of the eleven main occupational classifications:

- the primary;
- the management, business, finance and administrative;
- the social science, education, government services and religion;
- the sales and services; and
- the trades, transport and equipment operators and related occupations.

There is very little variation in distribution; these five main occupational classifications account for 91.7% of the Waswanipi employed labour force.

## **Employment Status**

The analysis of the employment status reported by the Waswanipi employed labour force reveals that:

- 50.0% were employed on a permanent basis;
- 19.8% were employed on a temporary basis; and
- 30.2% were employed on seasonal basis.

The majority of all positions reported were permanent and full time positions; 50.0% were permanent positions and 98.1%, regardless of their permanent, temporary and seasonal status, were full-time positions and 1.9% were part-time positions.

## 1.0 Waswanipi Labour Force Dynamics

### 1.1 Introduction

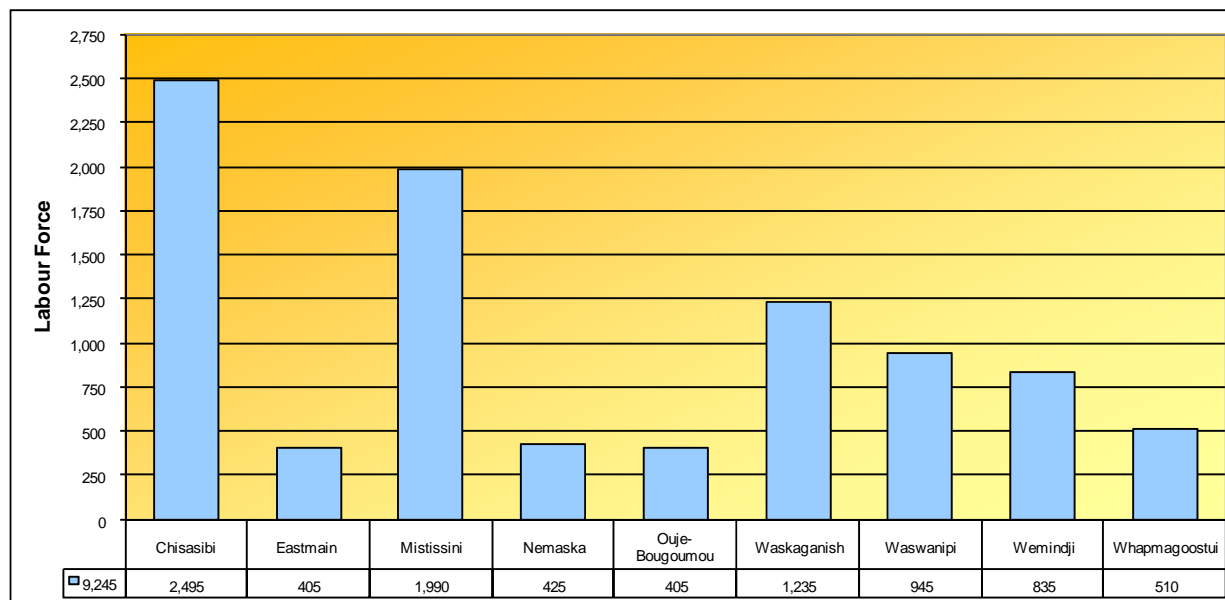
This section provides an analysis of the Waswanipi labour force. It examines its size and age/gender distribution in comparison with the Cree labour force.

### 1.2 Waswanipi Labour Force

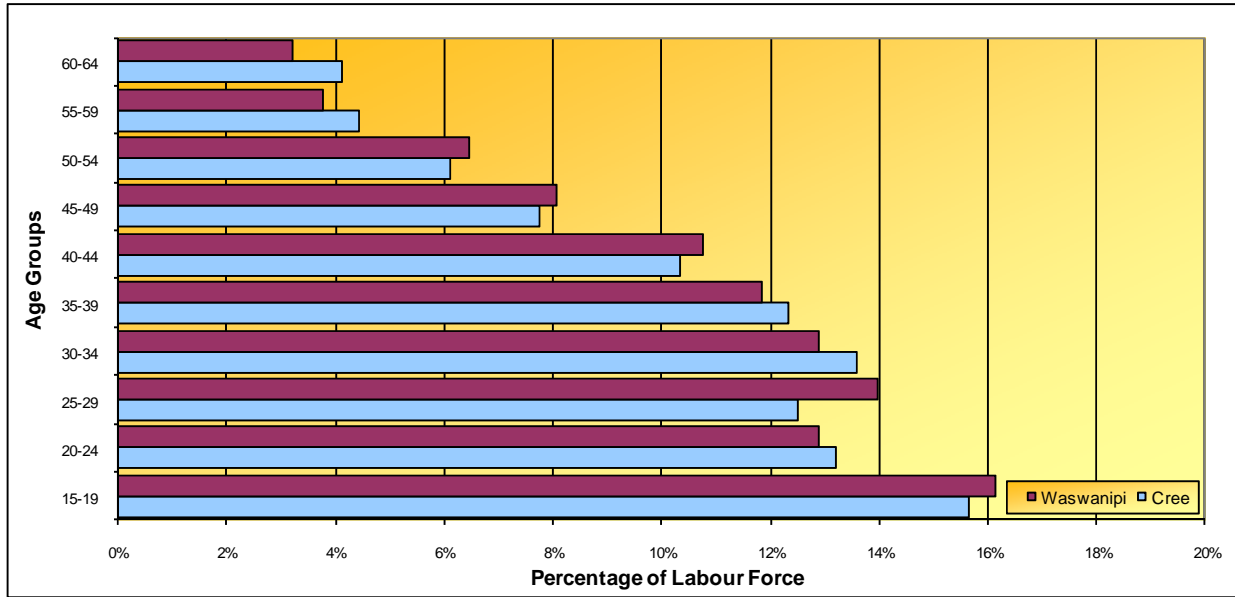
As of March 31, 2008, the Waswanipi labour force consisted of 945 individuals accounting for 10.2% of the Cree labour force and, based on the basic analysis of emerging demographic trends, is expected to increase at a rate of approximately 3.4% per year over the 2008-2013 period, a growth rate that is higher than the expected growth rate for Cree labour force of approximately 2.6% per year.

Figure 1.2.1 shows the Waswanipi labour force in comparison with the other Cree communities. Figure 1.2.2 shows the Waswanipi and the Cree labour force age distribution, Figure 1.2.3 shows the Cree labour force age/gender distribution and Figure 1.2.4 shows the Waswanipi labour force age/gender distribution.

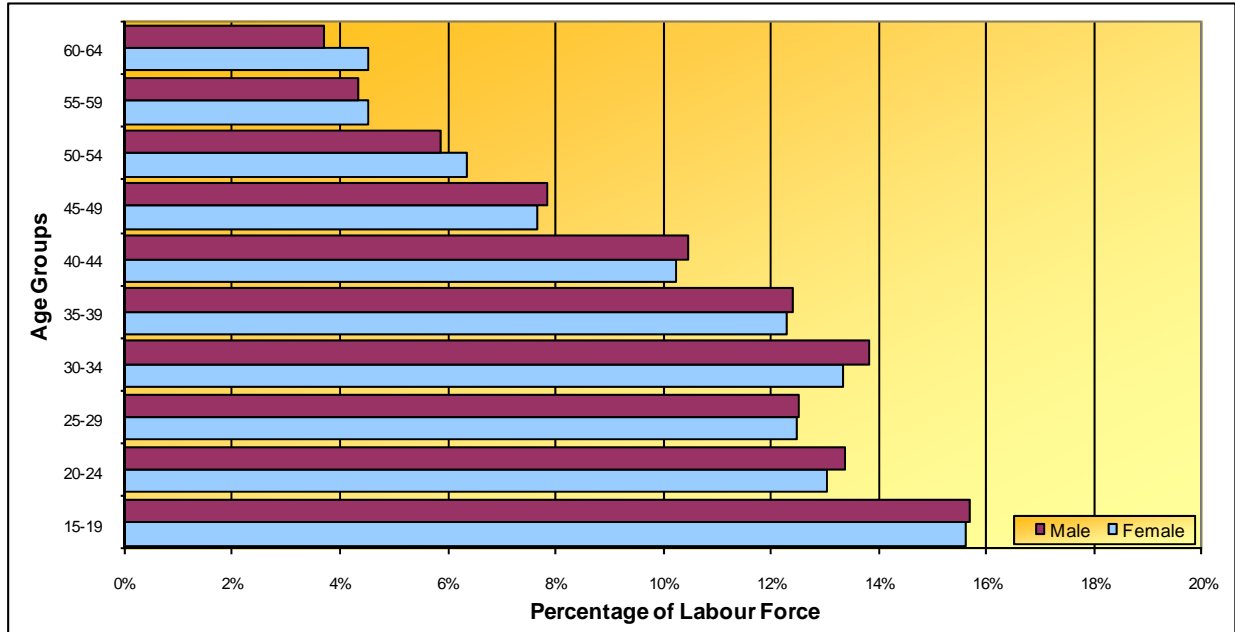
**Figure 1.2.1**  
Cree Labour Force by Community (2008 CLMS)



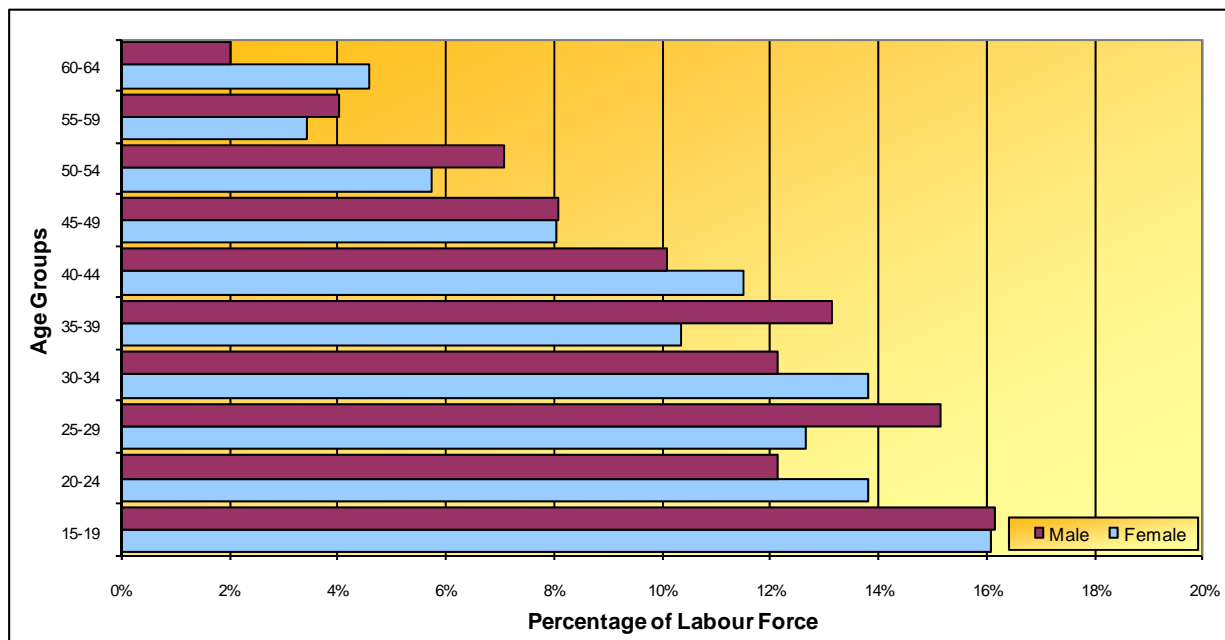
**Figure 1.2.2**  
**Waswanipi and Cree Labour Force: Age Structure (2008 CLMS)**



**Figure 1.2.3**  
**Cree Labour Force by Age/Gender (2008 CLMS)**



**Figure 1.2.4**  
**Waswanipi Labour Force by Age/Gender (2008 CLMS)**



The Waswanipi labour force age distribution, as with the Cree labour force, shows a youthful demographic structure, where a greater number of the labour force is distributed near the bottom and decreasing numbers moving towards the top. The youthful demographic structure is clearly evident in the age/gender distribution; 28.6% is between 15-24 years of age (28.3% for males and 29.2% for females), 49.2% is between 25-44 years of age (50.5% for males and 48.3% for females) and 22.2% is between 45-64 years of age (21.2% for males and 22.5% for females). The Cree labour force age/gender distribution also shows this youthful demographic structure; 28.8% is between 15-24 years of age (29.0% for males and 28.5% for females), 48.8% is between 25-44 years of age (49.2% for males and 48.4% for females) and 22.4% is between 45-64 years of age (21.8% for males and 23.1% for females).

A similar analysis that compares the labour force age group percentage distribution of the Waswanipi labour force as a percentage of the Cree labour force also shows this youthful demographic structure; the 15-24 years of age group population represents 2.9% of the Cree 15-24 years of age group (3.0% for males and 2.8% for females), the 25-44 years of age group represents 5.0% of the Cree 25-44 years of age group (5.4% for males and 4.6% for females) and the 45-64 years of age group represents 2.3% of the Cree 45-64 years of age group (2.3% for the males and 2.2% for females).

As with the Cree labour force, this youthful demographic structure can be expected to continue into the next decade. In essence, the youthful demographic structure of the Waswanipi population has translated into a young and rapidly expanding labour force: a direct result of the high population growth rate that, as with the Cree population, has been brought about by a combination of factors such as; high fertility rates, an increase in the number of females entering their fertility years (15-49 years of age), low infant mortality rates and improved health care

services which bring about increases in the life expectancy at birth and at 65 years of age.<sup>1</sup> A combination of factors that guarantees a sustained population growth that eventually translates into a young and rapidly expanding labour force.

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<sup>1</sup> These factors were discussed in detail in the “Nine Cree Communities of Eeyou Istchee, Statistical Profile from the 2003 Cree labour Market Survey, March 2005, Part I, Section 2.2, p.7.

## 2.0 Waswanipi Labour Force: Potential Size

### 2.1 Introduction

This section provides an analysis of the potential size of the Waswanipi labour force and the corresponding estimated number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 in comparison with the Cree labour force.

It should be noted that these estimates do not include the effects of in/out migration or the late registration of births and deaths. These estimates are not predictions but rather they are attempts to establish plausible scenarios, based on the basic analysis of emerging demographic trends and given the fact that any projections of the potential size of the labour force that are based on past estimates become less and less reliable as the time frame is extended, the estimates derived here are limited to the 2008-2013 period.

### 2.2 Waswanipi Labour Force: Potential Size

As with any population, the age structure determines the growth pattern of the labour force. A population that is, as with the Cree population, characterized by a youthful demographic structure ensures a high number of new labour market entrants over the 2008-2013 period.

The estimated potential size of the Waswanipi and the Cree labour force uses basic projection analysis, the 2008 male and female participation rates of the Waswanipi and the Cree labour force and an assumed 0.0% participation rates for those individuals who will be leaving the Waswanipi and the Cree labour markets. Incorporating the actual male and female participation rates in the estimation, and assuming a 0.0% participation rate for those individuals who will be leaving the Waswanipi and the Cree labour markets, will allow for the estimation of the total number of individuals who will become/remain active participants in the Waswanipi and the Cree labour markets so that the potential size of the Waswanipi and the Cree labour force can be estimated, given the population data. Table 2.2.1 shows the resulting estimates of the potential size of the Waswanipi and the Cree labour force for the 2008-2013 period.

**Table 2.2.1  
Waswanipi Labour Force: Potential Size (2008 CLMS)**

Labour Force (15-64 years of age)	Waswanipi	Cree
<b>2008 Labour Force</b>	<b>730</b>	<b>7,525</b>
Male	410	3,935
Female	320	3,585
<b>2009-2013 Entrants</b>	<b>120</b>	<b>920</b>
Male	75	530
Female	45	390
<b>2013 Labour Force</b>	<b>850</b>	<b>8,445</b>
Male	485	4,470
Female	365	3,975



Based on these estimates, the Waswanipi labour force will have increased to 850 by 2013, a 16.4% increase of approximately 3.3% per year. Over the same period, the Cree labour force will have increased to 8,445 by 2013, a 12.2% increase of approximately 2.4% per year.

### **2.3 Waswanipi Labour Force: Estimated New Job Requirements**

As with any population, the age structure of the population determines the growth pattern of the labour force and when combined with the male and female participation and unemployment rates of the labour force determines the growth pattern of the new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013. With a population that is characterized by a youthful demographic structure and a labour market that is characterized by high participation and unemployment rates: a high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 can be expected with absolute certainty.

The estimates on the total number of new jobs requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Waswanipi and the Cree labour force uses basic projection analysis, the actual 2008 male and female participation and unemployment rates of the Waswanipi and the Cree labour force and an assumed 0.0% participation rate for those individuals who will be leaving the Waswanipi and the Cree labour markets. Incorporating the actual male and female participation and unemployment rates in the estimation and assuming a 0.0% participation rate for those individuals who will be leaving the Waswanipi and the Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants and the total number of individuals who will be unemployed in the Waswanipi and the Cree labour markets and, hence, allow for an estimation of the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013, given the population data. Table 2.3.1 shows the resulting estimates on the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Waswanipi and the Cree labour force.

**Table 2.3.1  
Waswanipi Labour Force: Estimated New Job Requirements (2008 CLMS)**

Number of new job requirements in 2013	Waswanipi	Cree
to <u>attain</u> full employment levels	305	2,650
to <u>maintain</u> 2008 employment levels	85	700

Based on these estimates, the labour force will have increased to 850 by 2013 and in order to attain full employment levels in 2013, an estimated 305 new jobs would be required (61 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 85 new jobs would be required (17 new jobs per year). The high population growth experienced over the past decade(s) has resulted in a large increase in the Waswanipi labour force due to the high number of individuals entering the Waswanipi labour market that are not being equally offset by the

number of individuals leaving the Waswanipi labour market. The data clearly shows that there are and will be more young individuals entering the Waswanipi labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.9 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or just to maintain 2008 employment levels in 2013.

The Cree labour force will have increased to 8,445 by 2013 and in order to attain full employment levels in 2013, an estimated 2,650 new jobs would be required (530 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 700 new jobs would be required (140 new jobs per year). As with the Waswanipi population, the Cree population has experienced a high population growth over the past decade(s) and has resulted in a large increase in the Cree labour force due to the high number of individuals entering the Cree labour market that are not being equally offset by the number of individuals leaving the Cree labour market. The data clearly shows that there are and will be more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013.

### **3.0 Waswanipi Labour Force: Language Proficiency Levels**

#### **3.1 Introduction**

This section provides an analysis of the language proficiency levels of the labour force in comparison with the Cree labour force.

The language section of the CLMS asked individuals, 15-64 years of age, to indicate the language(s) they are able to communicate in (spoken only and spoken and written). It was set up to capture all of the language(s), official and non-official languages the individual is able to communicate in, so multiple responses were allowed.

It should be noted that the analysis on the language proficiency levels only deals with the Cree, English and French languages even though there may be other languages that may have been indicated by the Waswanipi and the Cree labour force.

#### **3.2 Waswanipi Labour Force: Language Proficiency Levels**

Individuals, 15-64 years of age, were asked to indicate the language(s) they are able to communicate in (spoken only and spoken and written). Table 3.2.1 shows the language characteristics of the Waswanipi and the Cree labour force. The data is presented so that the indicated language(s) (spoken only and spoken and written) covers all of the language(s) that were indicated as a single response or as a multiple response, as a percentage of the Waswanipi and the Cree labour force.

**Table 3.2.1  
Waswanipi and Cree Labour Force: Language Proficiency Levels (2008 CLMS)**

Labour Force (15-64 years of age) Language(s)	Waswanipi		Cree	
	Spoken only	Spoken and Written	Spoken only	Spoken and Written
Cree	97.9%	27.5%	98.7%	22.1%
English	99.5%	94.2%	98.7%	95.4%
French	72.0%	50.3%	37.2%	26.5%
Cree and English	97.4%	25.4%	97.5%	21.2%
Cree and French	70.4%	15.9%	36.6%	8.1%
English and French	72.0%	47.1%	37.0%	25.4%
Cree, English and French	70.4%	14.3%	36.4%	7.9%

The percentage of the Waswanipi labour force that is able to speak in the Cree language is high but slightly lower than that of the Cree labour force and the percentage of the Waswanipi labour force that is able to speak in the English and in the French language is high and is higher than that of the Cree labour force.

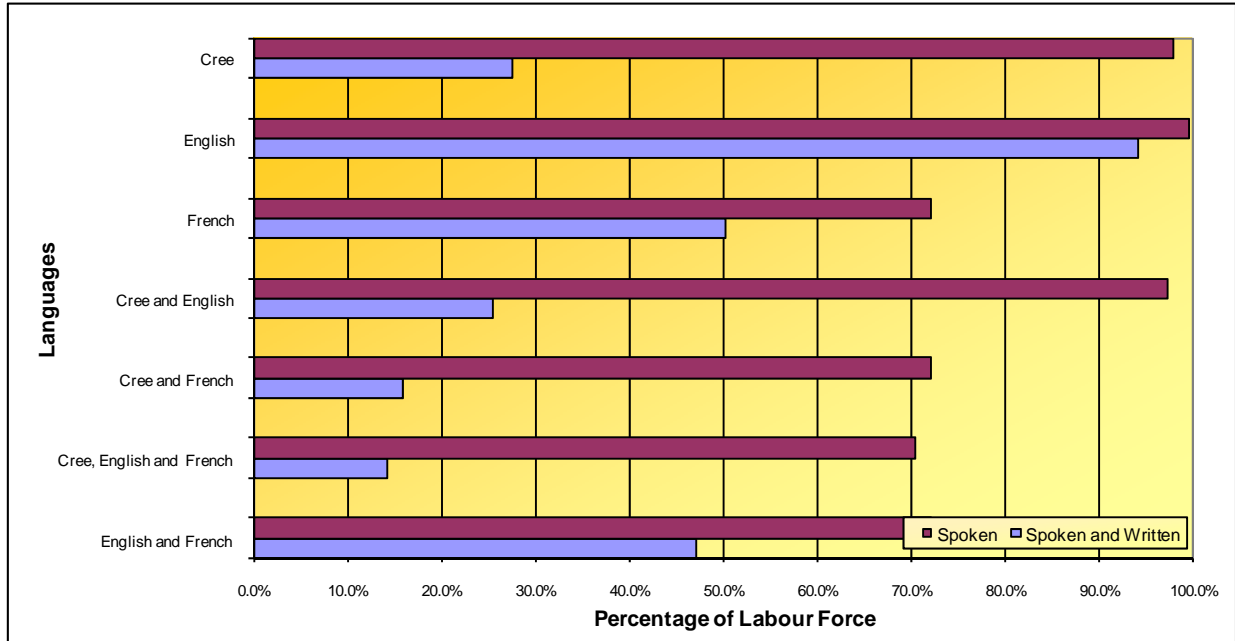
The data shows that 97.9% of the Waswanipi labour is able to speak in the Cree language, 99.5% is able to speak in the English language and 72.0% is able to speak in the French language. There is a high percentage that indicated that is able to speak in more than one language; in the

Cree and English, in the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and in the Cree, English and French languages because of the high number of individuals that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. The Cree and the English language(s) are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and spoken and written categories, 97.9% and 27.5%, 99.5% and 94.2%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentages of 72.0% and 50.3%, respectively. For the Cree labour force, 98.7% is able to speak in the Cree language, 98.7% is able to speak in the English language and 37.2% is able to speak in the French language. There is a high percentage that indicated that it is able to speak in more than one language; in the Cree and English, in the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. As with the Waswanipi labour force, the Cree and the English languages are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and in the spoken and written categories, 98.7% and 22.1%, 98.7% and 95.4%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentages of 37.2% and 26.5%, respectively.

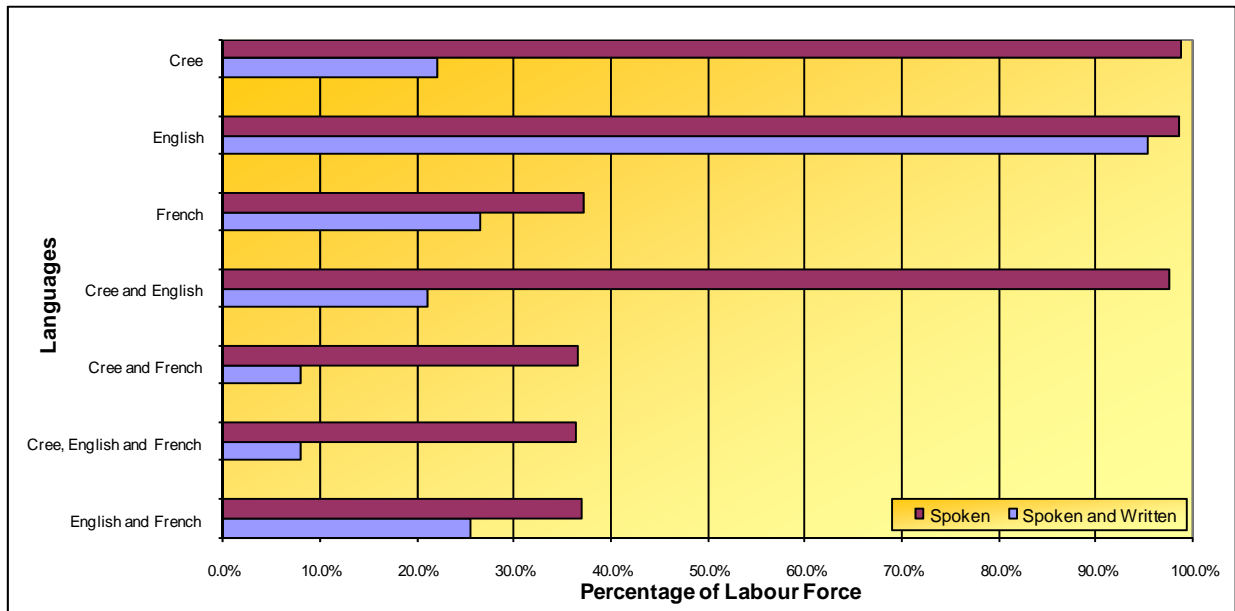
There is a large segment of the Waswanipi labour force that cannot write in the Cree language; only 27.5% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 94.2% and 50.3%, respectively. This is similar for the percentage that indicated that it is able to write in both the Cree and French, and in the Cree, English and French languages. The percentage that indicated that it is able to write in the English and French languages is higher than the percentage that indicated that it is able to write in the Cree and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to write in the English and French languages compared to the percentage that indicated that it is able to write in the Cree language. There is also a large segment of the Cree labour force that cannot write in the Cree language; 22.1% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 95.4% and 26.5%, respectively. This is similar for the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French languages. The percentage that indicated that it is able to write in the English and French languages is higher than the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French because of the higher percentage that indicated that it is able to write in the English and in the French languages compared to the percentage that indicated that it is able to write in the Cree language.

Figure 3.2.1 shows the language proficiency levels of the Waswanipi labour force and Figure 3.2.2 shows the language proficiency levels of the Cree labour force, graphically.

**Figure 3.2.1  
Waswanipi Labour Force: Language Proficiency Levels (2008 CLMS)**



**Figure 3.2.2  
Cree Labour Force: Language Proficiency Levels (2008 CLMS)**



Overall, for the Waswanipi and the Cree labour force, the Cree language is predominately the non-official language spoken and the English language is predominately the official language spoken and written then the French language spoken and written.

#### 4.0 Waswanipi Labour Force: School Attendance and Educational Achievement Levels and Major Fields of Study

##### 4.1 Introduction

This section provides an analysis of the school attendance, the educational achievement levels and the major fields of study of the Waswanipi labour force in comparison with the Cree labour force.

The education section of the CLMS asked individuals, 15-64 years of age, to provide information on their educational background. To indicate their current educational status, the highest grade of elementary or high school attended (completed or not), the highest year of university or any other non-university completed, major field of study and full-time or part-time status.

##### 4.2 Waswanipi Labour Force: School Attendance

Individuals, 15-64 years of age, were asked if they had or were currently attending school during the 2007-2008 academic year and, if so, to indicate either high school, college, university or other and to specify full-time or part-time attendance. This allowed for the identification of the school attendance and full-time and part-time attendance levels. Table 4.2.1 shows the school attendance of the Waswanipi and the Cree, 15-24 years of age groups.

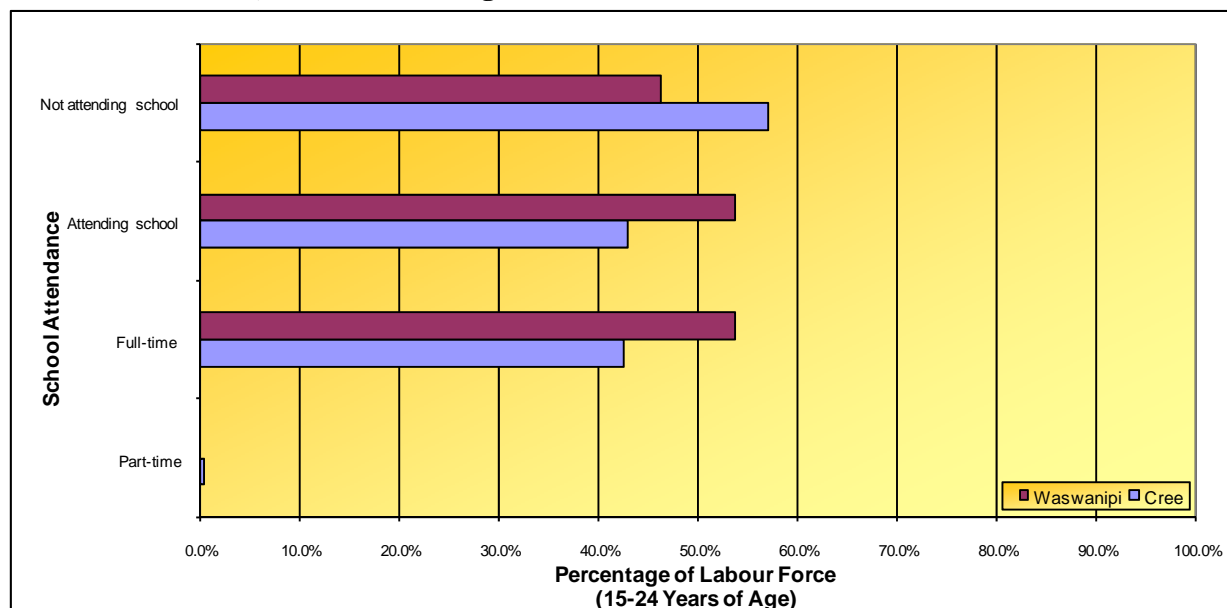
**Table 4.2.1**  
**Waswanipi and Cree Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**

Labour Force (15-24 years of age) School Attendance	Waswanipi	Cree
Not attending school	46.3%	57.0%
Attending school	53.7%	43.0%
Full-time	53.7%	42.6%
Part-time	0.0%	0.4%

The school attendance of the Waswanipi, 15-24 years of age group, for the 2007-2008 academic year, is low but is higher than the school attendance level of the Cree, 15-24 years of age group, 53.7% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 53.7% were attending school on a full-time basis and 0.0% on a part-time basis. The school attendance of the Cree, 15-24 years of age group, for the 2007-2008 academic year, is low and is also lower than the Waswanipi, 15-24 years of age group; 43.0% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 42.6% were attending school on a full-time basis and 0.4% on a part-time basis.

Figure 4.2.1 shows the school attendance, full-time and part-time attendance of the Waswanipi and the Cree, 15-24 years of age group, graphically.

**Figure 4.2.1**  
**Waswanipi and Cree Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**



Overall, the school attendance of the Waswanipi, 15-24 years of age group is low and all of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis. The school attendance of the Cree, 15-24 years of age group is low and all or a majority of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis.

It is important to note that, in general, for all populations, full-time school attendance is higher among the younger age groups and generally decline in the older age groups and since the analysis is limited to the 15-24 years of age group where most of these individuals were attending high school or attending a post-secondary educational institution at some point during the 2007-2008 academic year, both requiring full-time attendance, hence, the high full-time school attendance reported.

### 4.3 Waswanipi Labour Force: Educational Achievement Levels

Individuals, 15-64 years of age, were asked to indicate their highest grade of elementary or high school attended (completed or not) and/or the highest level of university or any other non-university completed. This allowed for the identification of the highest educational level attained so that it could be classified according to the eleven standard educational achievement level classifications. The educational achievement level classification an individual falls into is determined by their highest level of education. For example, an individual with both a college diploma and a university degree would fall in the university with bachelor’s degree or higher classification. Table 4.3.1 shows the educational achievement levels of the Waswanipi and the Cree labour force that were *not attending school*.



**Table 4.3.1**  
**Waswanipi Labour Force**  
**Educational Achievement Levels (2008 CLMS)**

Labour Force (15-64 years of age) Educational Achievement Level	Waswanipi	Cree
None	2.0%	3.1%
Less than grade 9	23.8%	31.9%
Grade 9 without a secondary graduation certificate	21.1%	27.7%
Grade 9 with a secondary graduation certificate	17.7%	11.8%
Trades certificate or diploma	6.8%	2.5%
Some postsecondary without degree, certificate or diploma	0.0%	0.0%
Other non-university education without certificate or diploma	14.3%	9.7%
Other non-university education with certificate or diploma	10.2%	8.7%
University without degree without certificate or diploma	0.0%	0.0%
University without degree with certificate or diploma	0.7%	1.5%
University with bachelor's degree or higher	3.4%	3.1%

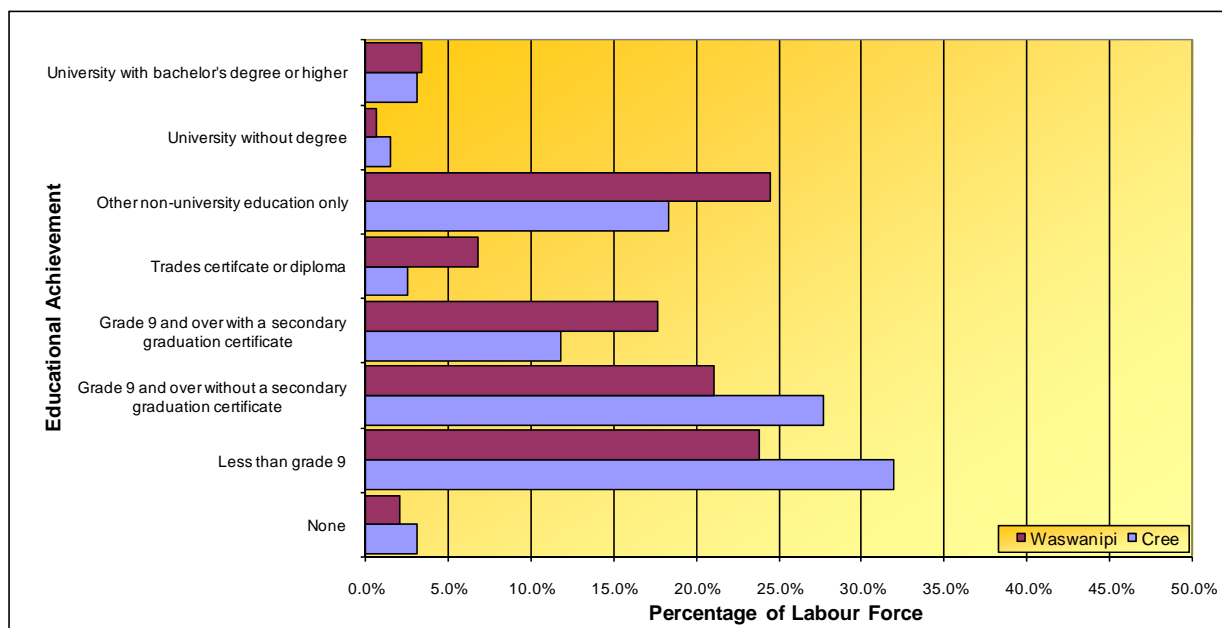
The percentage of the Waswanipi labour force with a less than a post-secondary educational level is high but is lower than that of the Cree labour force with the grade 9 with a secondary graduation certificate showing a slightly higher percentage; 64.6% possess a less than a post-secondary educational level; 46.9% possess a grade 9 without a secondary graduation certificate and less and only 17.7% possess a grade 9 and over with a secondary graduation certificate. The percentage of the Cree labour force with a less than a post-secondary educational level is high and is higher than that of the Waswanipi labour force with the none (no formal education), the less than grade 9 and the grade 9 without a secondary graduation certificate showing higher percentages; 74.5% possess a less than a post-secondary educational level; 62.7% possess a grade 9 without a secondary graduation certificate and less and 11.8% possess a grade 9 and over with a secondary graduation certificate.

The percentage of the Waswanipi labour force with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low but are higher than that of the Cree labour force with the trades certificate or diploma, the other non-university education without certificate or diploma, the other non-university with certificate or diploma and the university with bachelor's degree or higher showing higher percentage; 35.4% possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 21.1% possess post-secondary qualifications above the high school level. As a percentage of the labour force with post-secondary qualifications (with a certificate, diploma or degree); 32.3% possess trades certificate or diploma, 48.4% possess other non-university education with certificate or diploma, 3.2% possess university without degree with certificate or diploma and 16.1% possess university bachelor's degree or higher. The percentage of the Cree labour force with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low and are higher than that of the Waswanipi labour force with only the university without degree with certificate or diploma showing a slightly higher percentage; 25.5 % possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 15.9% possess post-secondary qualifications above the high school level. As a

percentage of the labour force with post-secondary qualifications (with a certificate, diploma or a degree); 16.8% possess trades certificate or diploma, 53.9% possess other non-university education with certificate or diploma, 9.9% possess university without degree with certificate or diploma and 19.4% possess university bachelor’s degree or higher.

Figure 4.3.1 shows the educational achievement levels of the Waswanipi and the Cree labour force that were *not attending school*, graphically.

**Figure 4.3.1**  
**Waswanipi and Cree Labour Force**  
**Educational Achievement Levels (2008 CLMS)**



Overall, the percentage of the Waswanipi labour force with a less than post-secondary educational level is high and is higher than that of the Cree labour force, with the grade 9 with a secondary graduation certificate showing a slightly higher percentage. The percentage with a post-secondary educational level (with or without a certificate, diploma or degree) and/or (with a certificate, diploma or degree) are both low but are higher than that of the Cree labour force, with the trades certificate or diploma, the other non-university education without certificate or diploma, the other non-university education with certificate or diploma and the university with bachelor’s degree or higher showing higher percentages. The percentage of the Cree labour force with a less than post-secondary educational level is high but is lower than the Waswanipi labour force with the none (no formal education), the less than grade 9 and the grade 9 without a secondary graduation certificate showing higher percentages. The percentage with a post-secondary educational level (with or without a certificate, diploma or degree) and/or (with a certificate, diploma or degree) are both low and are higher than that of the Waswanipi labour force with only the university without degree with certificate or diploma showing a slightly higher percentage.

It is important to note that the educational achievement levels normally reported include individuals that are still in school and this tends to skew the educational achievement levels. This is clearly evident in the two educational achievement level classifications: the less than grade 9 and the grade 9 and over without a secondary graduation certificate. Before any adjustments were made for the “*not attending school*,” these two classifications account for approximately 49.7% of the Waswanipi labour force (61.6% of the Cree labour force). After the adjustments were made, these two classifications account for approximately 44.9% of the Waswanipi labour force (59.7% of the Cree labour force). The unadjusted data on the educational achievement levels of the Waswanipi and the Cree labour force is provided in Appendix C: Cree Labour Force by Community, Education: School Attendance; Educational Achievement Levels and Major Fields of Study.

With respect to the trades certificate or diploma classification: trades certificate or diploma are considered as “*post-secondary qualifications*” in the educational achievement level analysis, even though completion of secondary school may not have been a prerequisite for some trade apprenticeships programs.

#### **4.4 Waswanipi Labour Force: Major Fields of Study**

Individuals, 15-64 years of age, with post-secondary qualifications, were asked to specify their major field of study at the highest level of university or any other non-university completed. This allowed for the identification of the major fields of study so that they could be classified according to the eleven standard major fields of study classifications. Table 4.4.1 shows the major fields of study of the Waswanipi and the Cree labour force with post-secondary qualifications that were *not attending school*.

**Table 4.4.1  
Waswanipi and Cree Labour Force: Major Fields of Study (2008 CLMS)**

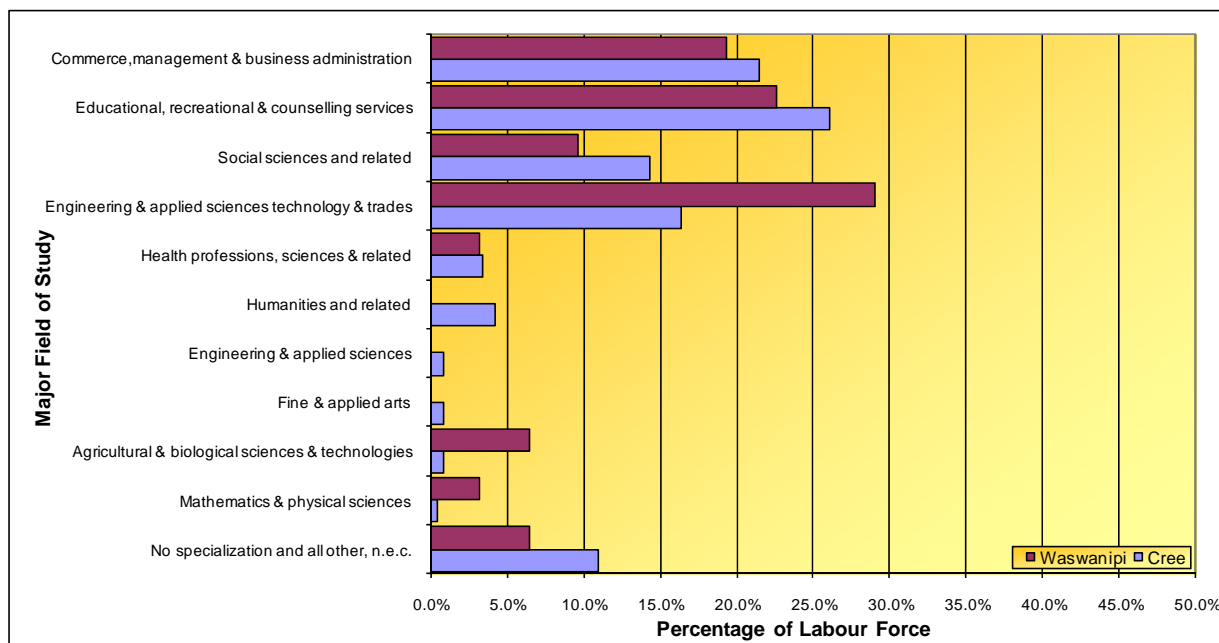
Labour Force (15-64 years of age) Major Field of Study	Waswanipi	Cree
Educational, recreational & counselling services	22.6%	26.1%
Fine & applied arts	0.0%	0.8%
Humanities and related fields	0.0%	4.2%
Social sciences and related fields	9.7%	14.3%
Commerce, management & business administration	19.4%	21.4%
Agricultural & biological sciences & technologies	6.5%	0.8%
Engineering & applied sciences	0.0%	0.8%
Engineering & applied sciences technology & trades	29.0%	16.4%
Health professions, sciences & related fields	3.2%	3.4%
Mathematics & physical sciences	3.2%	0.4%
No specialization and all other, n.e.c.	6.5%	10.9%

The percentage of the Waswanipi labour force with post-secondary qualifications (with a certificate, diploma or degree) is low but is higher than that of the Cree labour force; 21.1% possess post-secondary qualifications and four major fields of study account for 80.7% of the labour force with a post-secondary educational qualifications; 29.0% showed a strong interest in engineering and applied sciences technology and trades fields, 22.6% showed a strong interest in the educational, recreational and counseling services fields, 19.4% showed a strong interest in

the commerce, management and business administration fields and 9.7% showed a strong interest in the social sciences and related fields of study. The percentage of the Cree labour force with post-secondary qualifications (with a certificate, diploma or degree) is low and is also lower than that of the Waswanipi labour force; 15.9% possess post-secondary qualifications and the same four major fields of study account for 78.2% of the labour force with a post-secondary educational qualifications; 16.4% showed a strong interest in the engineering and applied sciences, technology and trades fields, 26.1% showed a strong interest in the educational, recreational and counseling services fields, 21.4% showed interest in the commerce, management and business administration fields and 14.3% showed a strong interest in the social sciences and related fields of study.

Figure 4.4.1 shows the major fields of study of the Waswanipi and the Cree labour force with post-secondary qualifications that were *not attending school*, graphically.

**Figure 4.4.1**  
**Waswanipi and Cree Labour Force: Major Fields of Study (2008 CLMS)**



Overall, there is very little variation in the major fields of study of the Waswanipi and the Cree labour force with post-secondary qualifications. A higher percentage of the Waswanipi labour force with post-secondary qualifications possess post-secondary qualifications in one of the four major fields of study; the engineering and applied sciences, technology and trades fields of study; and a higher percentage of the Cree labour force with post-secondary qualifications possess post-secondary qualifications in three of the four major fields of study; the educational, recreational and counseling services fields, the commerce, management and business administration fields and the social sciences and related fields of study.

## 5.0 Waswanipi Labour Force: Labour Market Activity

### 5.1 Introduction

This section provides an analysis of the labour market activity of the Waswanipi labour force; the participation, the unemployment rates, the employment to population ratios, the industry and occupation classifications (broad groups) and the employment status in comparison with the Cree labour force.

The employment and the employment history sections of the CLMS asked individuals, 15-64 years of age, to provide information on their labour market status (employed/unemployed) and on their current/previous employment (occupation and employment status, etc.).

### 5.2 Waswanipi Labour Force: Participation and Unemployment Rates and Employment to Population Ratios

Individuals, 15-64 years of age, were asked to indicate their labour market status and, if unemployed, to indicate whether or not they were actively seeking employment at the time of, or during the 4-week period prior to the CLMS (March 2, 2008 to March 29, 2008). This allowed for the participation and unemployment rates and the employment to population ratios, three of the most widely used indicators of the labour market activity to be determined. The participation rate refers to the labour forces who, at the time of the CLMS, were actively seeking employment as a percentage of the total labour force, 15-64 years of age; the unemployment rate refers to the total labour force who, at the time of the CLMS, were unemployed but were actively seeking employment as a percentage of the total labour force, 15-64 years of age; and the employment to population ratio refers to the labour force who, at the time of the CLMS, were employed as a percentage of the total population, 15-64 years of age. Table 5.2.1 shows the 2008 labour force participation and unemployment rates and the employment to population ratios of the Waswanipi and the Cree labour force.

**Table 5.2.1**  
**Waswanipi and Cree Labour Force:**  
**Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)**

Labour Force (15-64 years of age) Labour Force Activity	Waswanipi	Cree
<b>Participation rate</b>	<b>77.2%</b>	<b>81.4%</b>
Male	82.8%	85.3%
Female	71.9%	77.4%
<b>Unemployment rate</b>	<b>26.0%</b>	<b>22.8%</b>
Male	28.0%	27.0%
Female	21.9%	18.1%
<b>Employment to population ratio</b>	<b>57.7%</b>	<b>62.8%</b>
Male	59.6%	62.3%
Female	56.2%	63.4%

In 2008, the Waswanipi and the Cree labour markets were characterized by high participation and unemployment rates and low employment to population ratios.

The participation rate for the Waswanipi labour force stood at 77.2% (82.8% for the males and 71.9% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 48.1% (50.0% for the males and 44.0% for the females). The participation rates by gender show that the male participation rates were consistently higher than those of the females across all of the major age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 50.0%. The female participation rates were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing slightly lower participation rates of 71.9% and 44.0%, respectfully. The participation rate for the Cree labour force stood at 81.4% (85.3% for the males and 77.4% for the females) was high across all of the major age groups with the 15-24 years of age groups showing a lower participation rate of 56.8% (46.6% for the males and 55.4% for the females). The participation rates by gender show that the male participation rates were consistently higher than those of the females across all of the major age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 46.6%. The female participation rate were also high across all of the age groups with the 15-64 and the 15-24 years of age groups showing lower participation rates of 77.4% and 55.4%, respectively.

The Waswanipi labour force participation rate was lower than the participation rate for the Cree labour force and was lower across all of the major age groups with 45-64 years of age group showing a higher participation rate of 92.7% (95.0% for the males and 90.5% for the females). The participation rates by gender show that the male participation rates were lower across all of the major age groups with the 25-44 years of age group showing a higher participation rate of 96.0% and the female participation rates were also lower across all of the major age groups with the 25-64 years of age group showing a higher participation rate of 90.5%.

The unemployment rate for the Waswanipi labour force stood at 26.0% (28.0% for the males and 21.9% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 57.5% (28.0% for the males and 21.9% for the females) and the 25-64 and the 45-64 years of age groups showing lower unemployment rates of 19.0 % (20.9% for the males and 14.8% for the females) and 10.5% (15.8% for the males and 10.5% for the females), respectively. The unemployment rates by gender show that the male unemployment rates were consistently higher than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 60.0% and the 45-64 years of age group showing a lower unemployment rate of 15.8%. The female unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 54.5% and the 45-64 years of age group showing a lower unemployment rate of 10.5%. The unemployment rate for the Cree labour force stood at 22.8% (27.0% for the males and 18.1% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 41.9% (46.6% for the males and 36.7% for the females) and the 45-64 years of age group showing a lower unemployment rate of 14.6% (19.4% for the males and 9.6% for the females). The unemployment rates by gender

show that the male unemployment rates were consistently higher than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 46.6% and the 45-64 years of age group showing a lower unemployment rate of 19.4%. The female unemployment rates were also high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 36.7% and the 45-64 years of age group showing a lower unemployment rate of 9.6%.

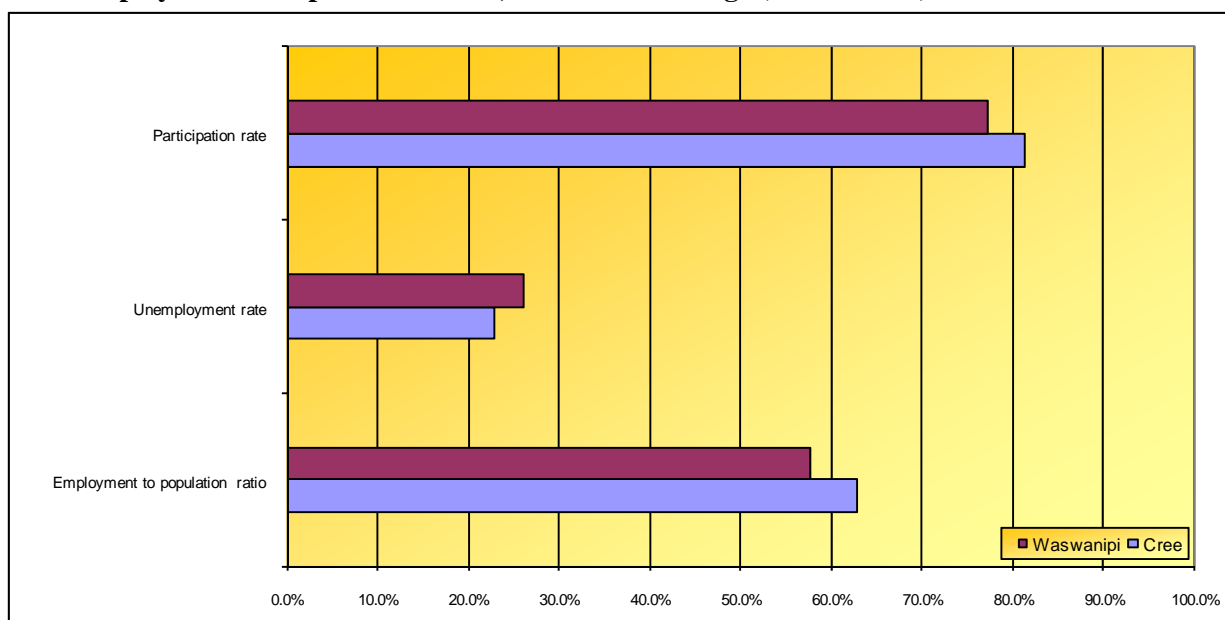
The Waswanipi labour force unemployment rate was higher than the unemployment rate for the Cree labour force and was higher across all of the major age groups with the 45-64 years of age group showing a lower unemployment rate of 13.2% (15.8% for the males and 10.5% for the females). The unemployment rates by gender show that the male unemployment rates were higher across all of the major age groups with the 25-64 and the 45-64 years of age groups showing lower unemployment rates of 20.9% and 15.8%, respectively, and the female unemployment rates were also higher across all of the major age groups with the 25-44 years of age group showing a lower unemployment rate of 10.9%.

The employment to population ratio for the Waswanipi labour force stood at 57.7% (59.6% for the males and 56.2% for the females) and was low across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 20.4% (20.0% for the males and 16.0% for the females). The employment to population ratios by gender show that the male employment to population ratios were consistently higher than those of the females across all of the major age groups. The male employment to population ratios were low across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 20.0% and the 45-64 years of age group showing a high employment ratio of 85.0%. The female employment to population ratios were low across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 16.0% and the 45-64 years of age group showing a higher employment ratio of 81.0%. The employment to population ratio for the Cree labour force stood at 62.8% (62.3% for the males and 63.4% for the females) and was low across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment ratios of 62.8% (62.3% for the males and 63.4% for the females) and 33.2% (32.3% for the males and 35.1% for the females), respectively, and the 45-64 years of age group showing a higher employment to population ratio of 78.6% (76.9% for the males and 80.3% for the females). The employment to population ratios by gender show that the male employment to population ratios were consistently lower than those of the females across all of the major age groups, with the 25-44 years of age group showing a higher employment to population ratio of 73.4% (72.1% for the females). The male employment to population ratios were high across all of the major age groups with the 15-64 and 15-24 years of age groups showing a lower employment to population ratios of 62.3% and 32.3%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 76.9%. The female employment to population ratios were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 63.4% and 35.1%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 80.3%.

The Waswanipi labour force employment to population ratio was lower than the employment to population ratio for the Cree labour force and was lower across all of the major age groups with the 45-64 years of age group showing a higher employment to population ratio of 82.9%. The employment to population ratios by gender show that the male employment to population ratios were lower across all of the major age groups with the 45-64 years of age group showing a higher employment to population ratio of 85.0% and the female employment to population ratios were also lower across all of the major age groups with the 45-64 years of age group showing a higher employment ratio of 81.0%.

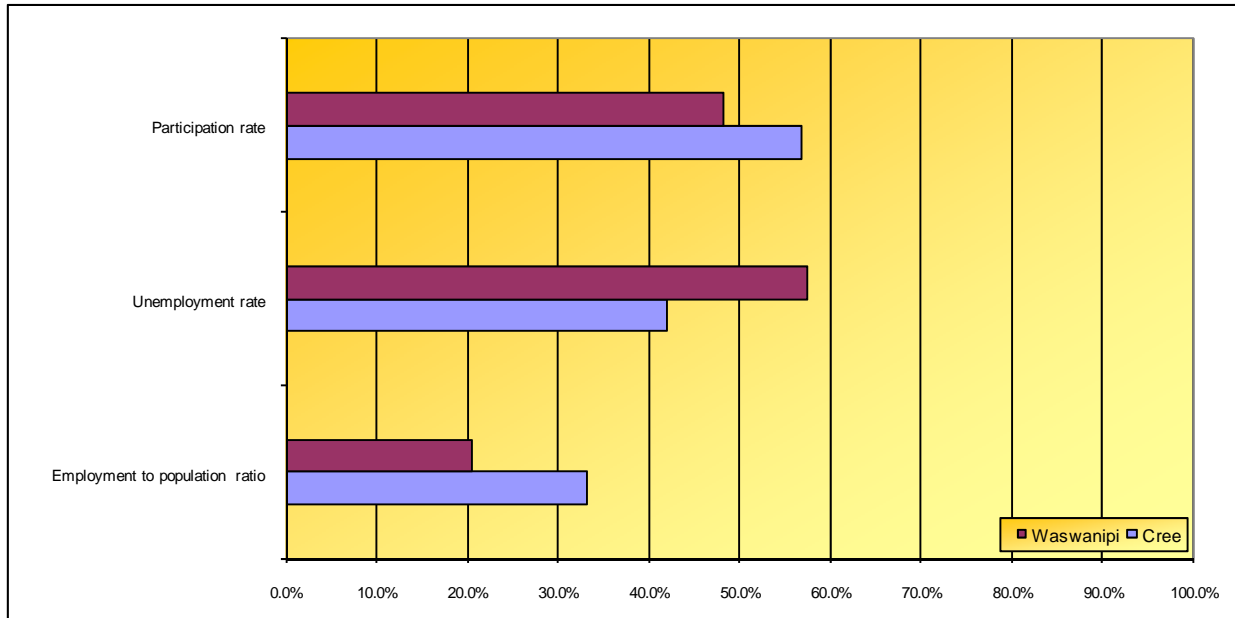
Figure 5.2.1 shows the participation and unemployment rates and the employment to population ratios of the Waswanipi and the Cree, 15-64 years of age groups, Figure 5.2.2 shows the participation and unemployment rates and the employment to population ratios of the Waswanipi and the Cree, 15-24 years of age groups and Figure 5.2.3 shows the participation and unemployment rates and the employment to population ratios of the Waswanipi and the Cree, 25-64 years of age groups, graphically.

**Figure 5.2.1**  
**Waswanipi and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)**

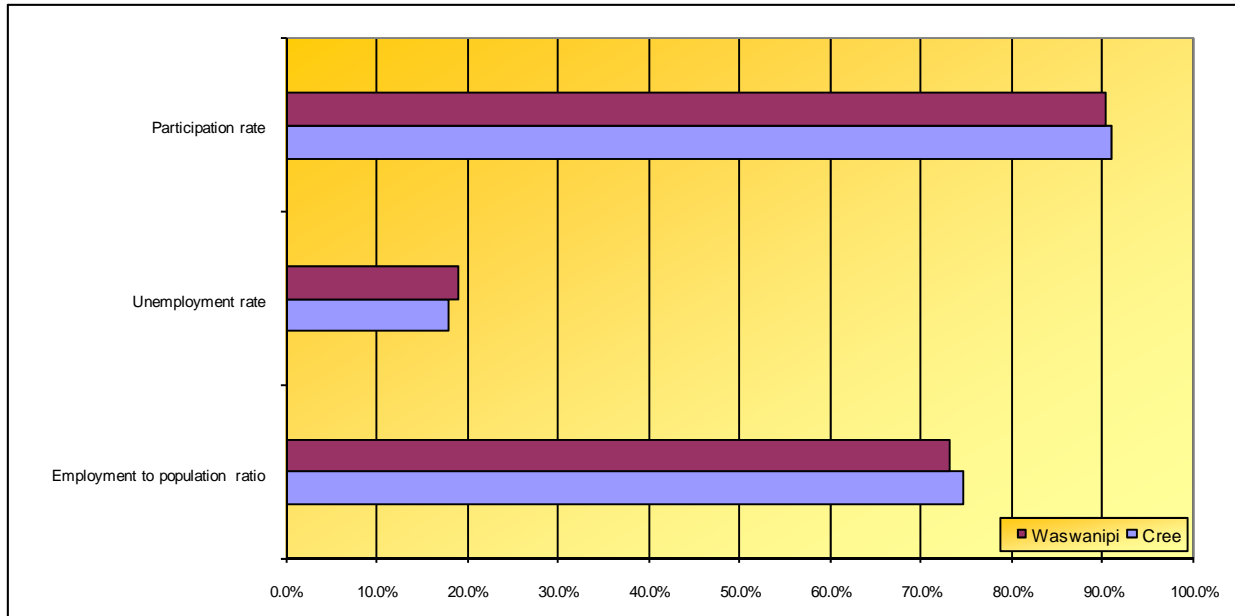




**Figure 5.2.2**  
**Waswanipi and Cree Labour Force: Participation and Unemployment Rates**  
**and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)**



**Figure 5.2.3**  
**Waswanipi and Cree Labour Force: Participation and Unemployment Rates**  
**and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)**



Overall, the Waswanipi labour force participation and unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a slightly lower participation rates and a slightly higher unemployment rate and the 45-64 years of age group showing a higher participation rate and a lower unemployment rate. The employment to population ratios were consistently low across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio and the 45-64 years of age group showing a higher employment to population ratio.

The high participation and unemployment rates that characterized the Waswanipi labour market indicate that the Waswanipi labour market has only been able to absorb a small percentage of the existing labour force and the low employment to population ratio indicates that the Waswanipi labour market has only been able to utilize a low percentage of the existing labour force pool. The data clearly shows that there were a high number of individuals entering the Waswanipi labour market that were not being equally offset by the number of individuals leaving the Waswanipi labour market. There were more young individuals entering the Waswanipi labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.9 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated to be approximately 3.3% per year, is not likely to improve the performance of, and could pose a serious strain on the labour force absorption capacity of the Waswanipi labour market. This phenomenon, given the relatively young population and the high population growth rate, can be expected to continue throughout the coming decade(s).

The Cree labour force participation and unemployment rates were high across all the major age groups and the employment to population ratios were low across all of the major age groups with the 15-24 years of age group showing a lower participation rate, a higher unemployment rate and the 15-64 and 15-24 years of age groups showing lower employment to population ratios.

The high participation and unemployment rates that characterized the Cree labour market indicate that the Cree labour market has only been able to absorb a small percentage of its existing labour force and the low employment to population ratio indicates that the Cree labour market has only been able to utilize a low percentage of its existing labour force pool. The data clearly shows that there were a high number of individuals entering the Cree labour market that were not being equally offset by the number of individuals leaving the Cree labour market. There were more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated at approximately 2.4% per year, is not likely to improve the performance of, and could pose a serious strain on the labour force absorption capacity of the Cree labour market. This phenomenon, given the relatively young Cree population and the high population growth rate, can be expected to continue throughout the coming decade(s).

### 5.3 Waswanipi Labour Force: Industry Classification

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the identification of the industry where the individual found employment so that it could be classified according to the three main industry sectors as well as to the twenty-one industry classifications of the 2001 North American Industry Classification System (NAICS).

The three main industry sectors are; the primary industries, which includes agriculture, forestry, mining, hunting and fishing and other resource based industries; the secondary industries, which includes manufacturing, construction, transportation and storage and communication industries; and the tertiary industries, which includes wholesale and retail trades, finance, insurance, real estate, business services, government, accommodation, food, and beverage and other service industries. Table 5.3.1 shows the main industry sectors where the Waswanipi and the Cree employed labour force found employment.

**Table 5.3.1  
Waswanipi and Cree Labour Force: Industry Sector (2008 CLMS)**

Labour Force (15-64 years of age) Industry	Waswanipi	Cree
Primary	30.8%	23.8%
Secondary	3.7%	10.3%
Tertiary	65.4%	65.9%

The secondary and tertiary industries account for 69.2% of all the jobs for the Waswanipi employed labour force; 30.8% found employment in the primary industry, 3.7% in the secondary industry and 65.4% in the tertiary industry. Alternatively, for every 100 jobs created; 66 were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 4 were created in the secondary industry by the construction and transportation related activities, and 30 were created in the primary industry by forestry, fishing and hunting and mining activities. The secondary and tertiary industry account for 89.7% of all the jobs for the Cree employed labour force; 23.8% found employment in the primary industry, 10.3% in the secondary industry and 65.9% in the tertiary industry. Alternatively, for every 100 jobs created; approximately 66 jobs were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 10 jobs were created in the secondary industry by the construction and transportation related activities and 24 jobs were created in the primary industry by the agriculture, forestry, fishing and hunting and mining activities. This data takes hunting and trapping into account, since this activity was practiced by approximately 29.4% of the Waswanipi employed labour force (22.0% of the Cree employed labour force). Table 5.3.2 shows the main industry classifications where the Waswanipi and the Cree employed labour force found employment.

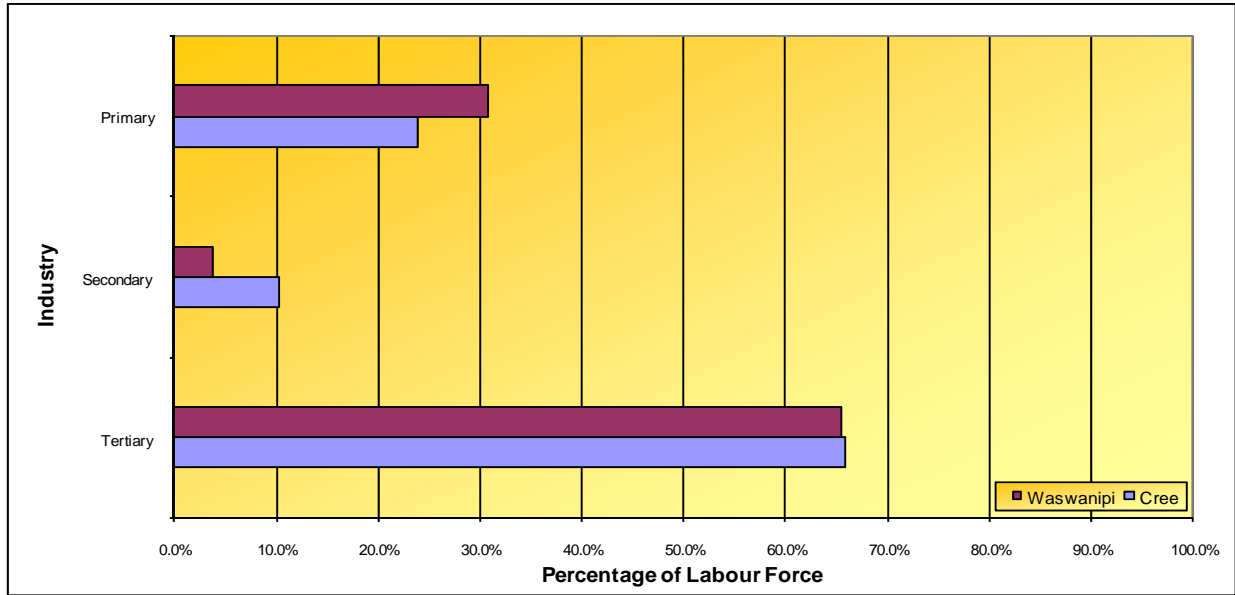
**Table 5.3.2**  
**Waswanipi and Cree Labour Force: Industry Classification (2008 CLMS)**

Labour Force (15-64 years of age) Industry	Waswanipi	Cree
Agriculture, forestry, fishing and hunting	29.4%	22.0%
Mining and oil and gas extraction	0.9%	0.4%
Manufacturing	0.0%	0.0%
Construction industries	2.8%	8.7%
Transportation and storage industries	0.9%	0.9%
Communications and other utility industries	0.0%	0.1%
Wholesale and retail trade industries	0.9%	4.7%
Information and cultural industries	0.0%	0.4%
Finance, insurance, real estate industries	0.9%	1.0%
Professional, scientific and technical services	0.0%	0.1%
Management of companies and enterprises	0.0%	1.9%
Business and services industries	0.0%	0.0%
Administrative and support, waste management and remedial services	0.0%	0.0%
Government services industries	0.0%	0.0%
Educational services industries	14.7%	15.8%
Health and social services industries	9.2%	11.7%
Arts, entertainment and recreation	3.7%	1.3%
Accommodation, food and beverage industries	2.8%	3.3%
Other service industries (except public administration)	0.0%	0.4%
Public administration	32.1%	21.2%
Industry not elsewhere classified	2.8%	6.3%

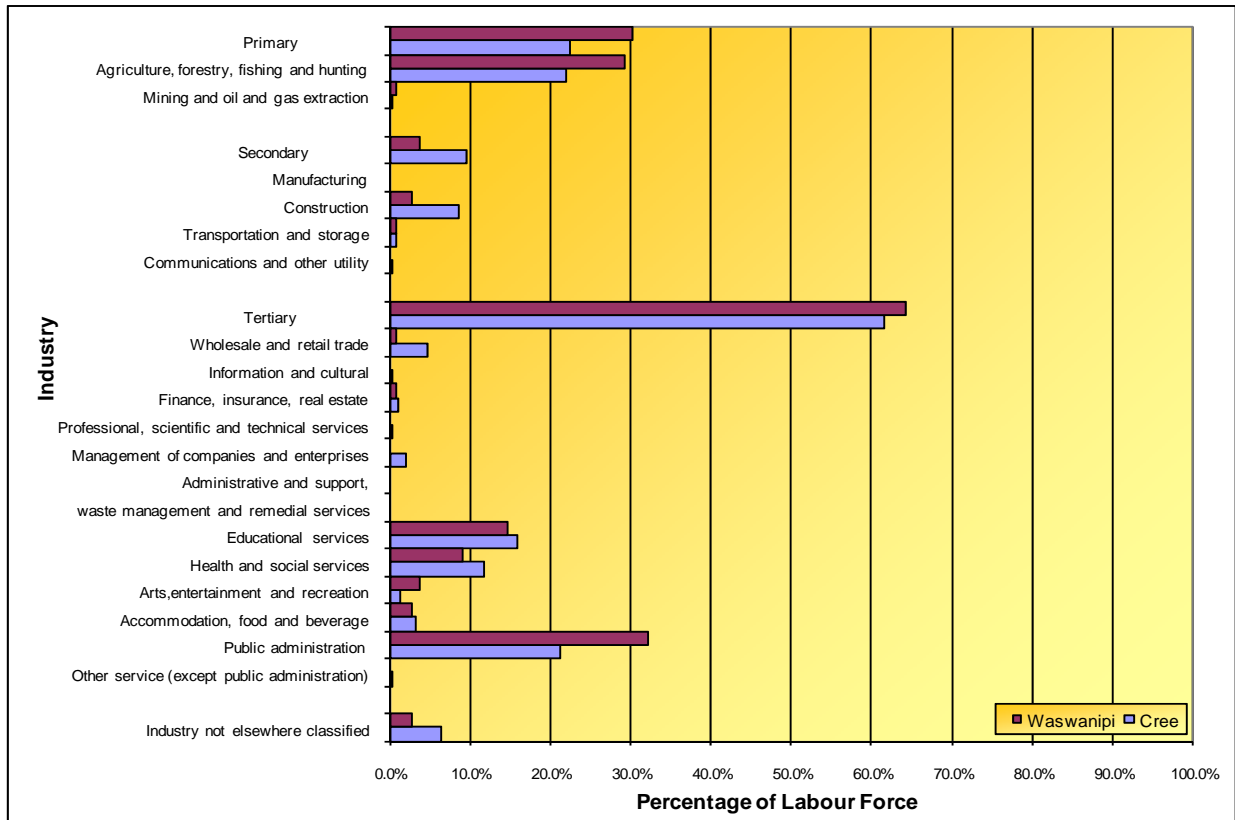
Six major industry classifications account for 91.9% of the Waswanipi employed labour force; 32.1% found employment in the public administration, 29.4% found employment in the agriculture forestry, fishing and hunting, 14.7% found employment in the educational services, 9.2% found employment in the health and social services, 3.7% found employment in the arts, entertainment and recreation and 2.8% found employment in the construction industries. The same six major industry classifications account for 80.7% of the employed labour force; 21.2% found employment in the public administration, 22.0% found employment in the agriculture, forestry, fishing and hunting activities, 15.8% found employment in the educational services, 11.7% found employment; the health and social services, 1.3% found employment the arts, entertainment and recreation, and 8.7 % found employment in the construction industries.

Figure 5.3.1 shows the main industry sectors where the Waswanipi and the Cree employed labour force found employment and Figure 6.3.2 shows the main industry classifications where the Waswanipi and the Cree employed labour force found employment, graphically.

**Figure 5.3.1**  
**Waswanipi and Cree Labour Force: Industry Sector (2008 CLMS)**



**Figure 5.3.2**  
**Waswanipi and Cree Labour Force: Industry Classification (2008 CLMS)**



Overall, the data shows very little variation in the industry distribution of the Waswanipi and Cree employed labour force. A higher percentage of the Waswanipi employed labour force found employment in three of the six major industry classifications; the public administration, the agriculture forestry, fishing and hunting and the arts, entertainment and recreation industries; and a higher percentage of the Cree employed labour force found employment in three of the six major industry classifications; the educational services, the health and the social services and the construction industries. The data does clearly show a prevalent imbalance in the distribution, where the majority find employment in the tertiary industries and very few find employment in the primary and secondary industries.

#### **5.4 Waswanipi Labour Force: Occupation Classification**

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the occupation of the individual to be identified so that it could be classified according to the eleven standardized 2001 National Occupational Classification Codes (NOC). Table 6.4.1 shows the main occupation classification of the Waswanipi and the Cree employed labour force.

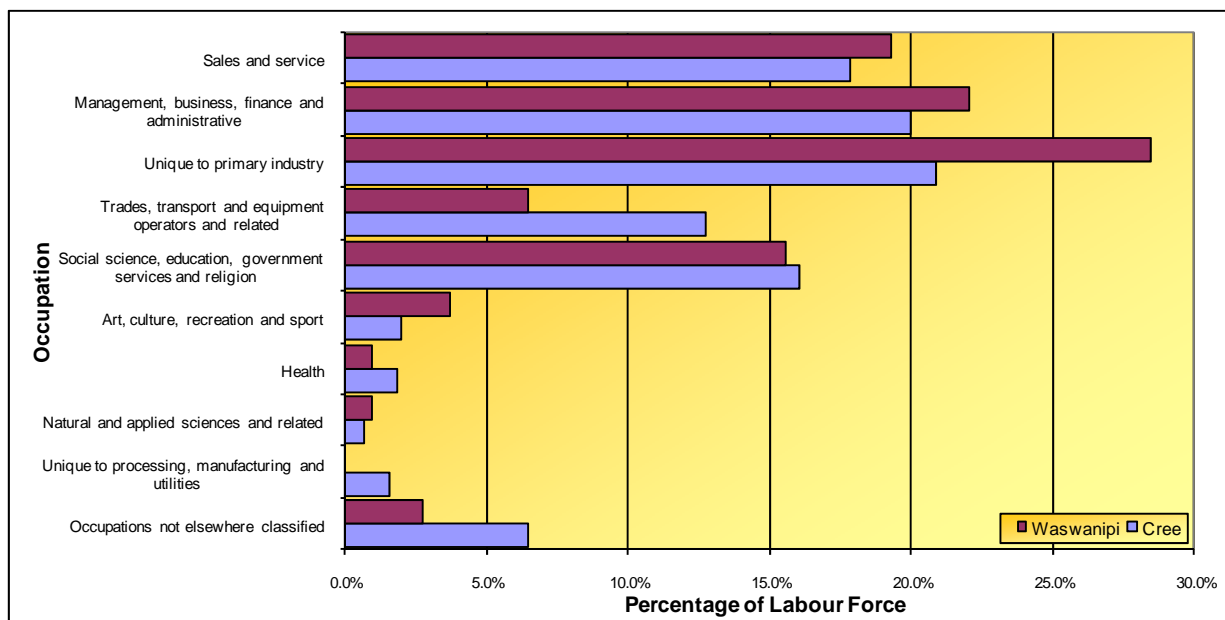
**Table 5.4.1  
Waswanipi and Cree Labour Force: Occupation Classification (2008 CLMS)**

<b>Labour Force (15-64 years of age)</b>		
<b>Occupation</b>	<b>Waswanipi</b>	<b>Cree</b>
Management, business, finance and administrative occupations	22.0%	19.9%
Natural and applied sciences and related occupations	0.9%	0.6%
Health occupations	0.9%	1.8%
Occupations in social science, education, government services and religion	15.6%	16.0%
Art, culture, recreation and sport occupations	3.7%	2.0%
Sales and service occupations	19.3%	17.9%
Trades, transport and equipment operators and related occupations	6.4%	12.8%
Occupations unique to primary industry	28.4%	20.9%
Occupations unique to processing manufacturing and utilities	0.0%	1.5%
Occupations not elsewhere classified	2.8%	6.5%

Five of the largest occupational groups account for 91.7% of the Waswanipi employed labour force; 28.4% found employment in the primary, 22.0% found employment in the management, business, finance and administrative, 15.6% found employment in the social science, education, government services and religion, 19.3% found employment in the sales and services and 6.4% found employment in and in the trades, transport and equipment operators and related occupations. The same five of the largest occupational groups account for 87.5% of the Cree employed labour force; 20.9% found employment in the primary, 19.9% found employment in the management, business, finance and administrative, 16.0% found employment in the social science, education, government services and religion, 17.9% found employment in the sales and services and 12.8% found employment in the trades, transport and equipment operators and related occupations.

Figure 5.4.1 shows the main occupation classifications of the Waswanipi and the Cree employed labour force, graphically.

**Figure 5.4.1**  
**Waswanipi and Cree Labour Force: Occupation Classification (2008 CLMS)**



Overall, the data shows very little variation in the occupation distribution of the Waswanipi and the Cree employed labour force. A higher percentage of the Waswanipi employed labour force found employment in three of the five largest occupational groups; the primary, the management, business, finance and administrative and the sales and services occupations and a higher percentage of the Cree employed labour force found employment in two of the five largest occupational groups; the social science, education, government services and religion and the trades, transport and equipment operators and related occupations.

### 5.5 Waswanipi Labour Force: Employment Status

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the employment status of the individual to be determined and to be classified according to the standard employment status classifications. Table 5.5.1 shows the employment status of the Waswanipi and the Cree employed labour force.

**Table 5.5.1  
Waswanipi and Cree Labour Force: Employment Status (2008 CLMS)**

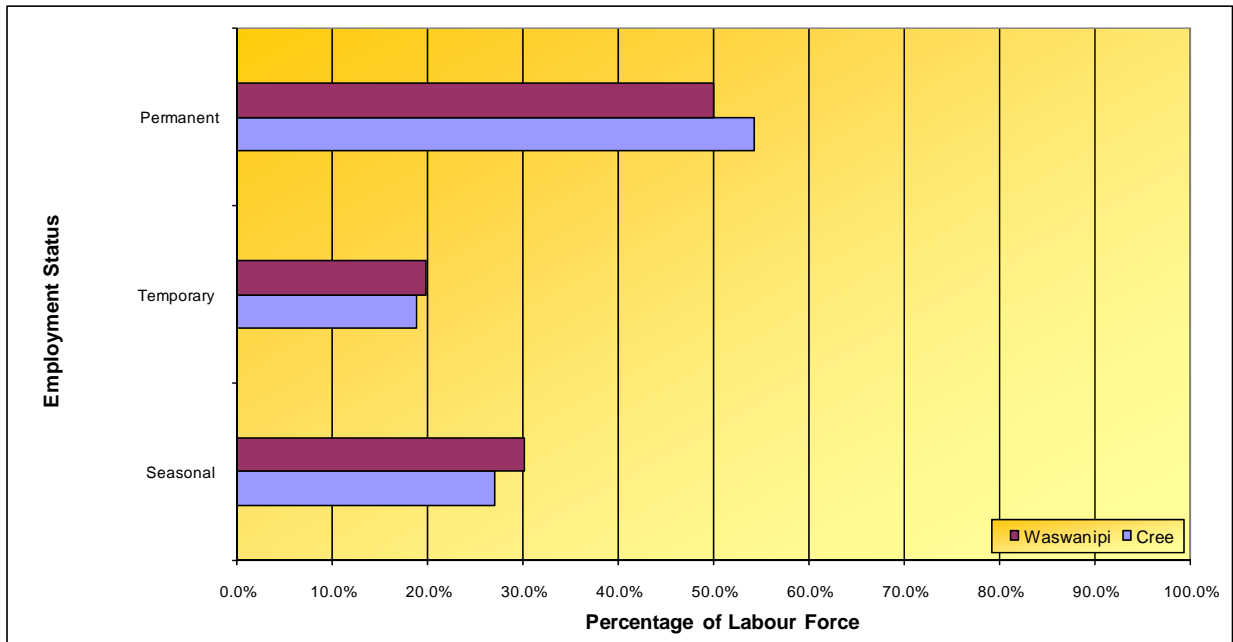
Labour Force (15-64 years of age) Employment Status	Waswanipi	Cree
<b>Permanent</b>	<b>50.0%</b>	<b>54.2%</b>
Full-time	100.0%	93.4%
Part-time	0.0%	6.6%
<b>Temporary</b>	<b>19.8%</b>	<b>18.8%</b>
Full-time	90.5%	83.6%
Part-time	9.5%	16.4%
<b>Seasonal</b>	<b>30.2%</b>	<b>27.0%</b>
Full-time	100.0%	99.3%
Part-time	0.0%	0.7%

The majority of all positions reported by the Waswanipi employed labour force were permanent and full-time positions; 50.6% were employed on a permanent basis (100.0% full-time and 0.0% part-time), 19.8% on a temporary basis (90.5% full-time and 9.5% part-time) and 30.2% on a seasonal basis (100.0% full-time and 0.0% part-time). The majority of all positions reported by the Cree employed labour force were also permanent and full-time positions; 54.2% were employed on a permanent basis (93.4% full-time and 6.6% part-time), 18.8% on a temporary basis (83.6% full-time and 16.4% part-time) and 27.0% on a seasonal basis (99.3% full-time and 0.7% part-time).

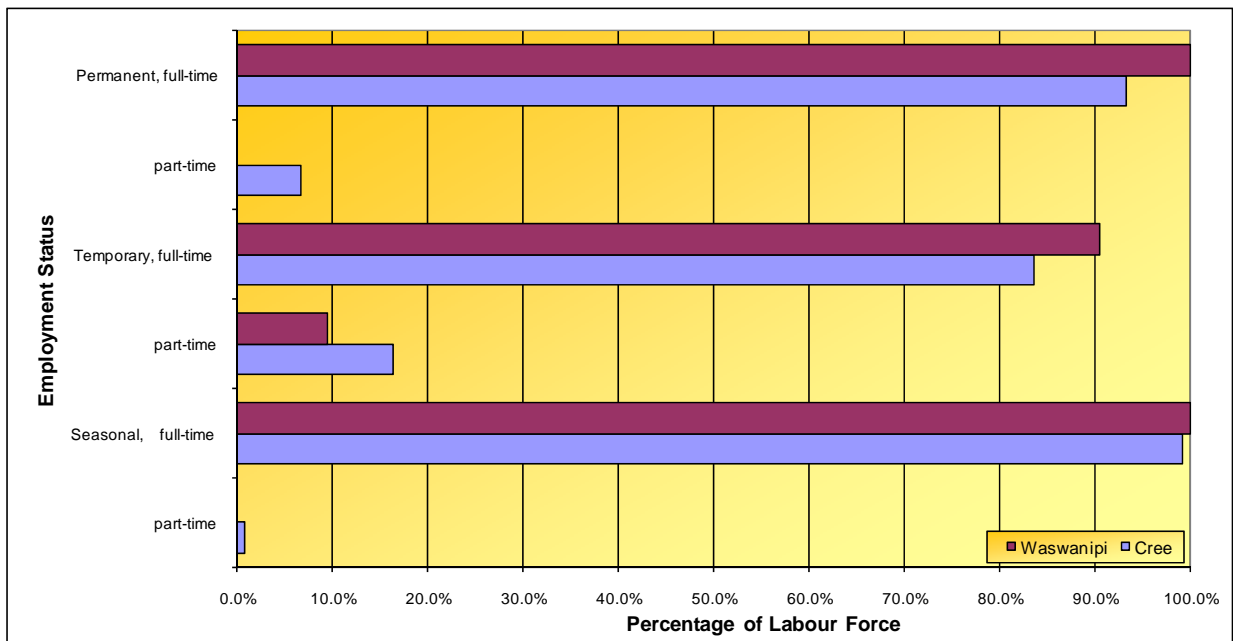
Figure 5.5.1 shows the permanent, temporary, and seasonal employment status of the Waswanipi and the Cree employed labour force and Figure 5.5.2 show the permanent, temporary, seasonal, full-time and part-time employment status of the Waswanipi and the Cree employed labour force, graphically.



**Figure 5.5.1**  
**Waswanipi and Cree Labour Force:**  
**Permanent, Temporary and Seasonal Employment Status (2008 CLMS)**



**Figure 5.5.2**  
**Waswanipi and Cree Labour Force:**  
**Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)**



Overall, the majority of all positions reported by the Waswanipi employed labour force were permanent and full-time positions; 50.0% were permanent positions and 98.1% of all the positions reported, regardless of their permanent, temporary and seasonal status, were full-time positions (1.9% were part-time positions); and the majority of all positions reported by the Cree employed labour force were also permanent and full-time positions; 54.2% were permanent positions and 93.1% of all the positions reported, regardless of their permanent, temporary and seasonal status were full-time positions (6.9% were part-time positions).

Part II - Community Level Perspective  
H - Cree Nation of Wemindji



Statistical Profile

from the

2008

Cree Labour Market Survey

**Part II – Community Level Perspective**  
**H - Cree Nation of Wemindji**

**TABLE OF CONTENTS**

	Page
Table of Contents	i
List of Tables	ii
List of Figures	iii
Executive Summary	v
<b>1.0 Wemindji Labour Force Dynamics</b>	<b>1</b>
1.1 Introduction	1
1.2 Wemindji Labour Force	1
<b>2.0 Wemindji Labour Force: Potential Size</b>	<b>5</b>
2.1 Introduction	5
2.2 Potential Size	5
2.3 Estimated New Job Requirements	6
<b>3.0 Wemindji Labour Force: Language Proficiency Levels</b>	<b>8</b>
3.1 Introduction	8
3.2 Language Proficiency Levels	8
<b>4.0 Wemindji Labour Force:</b>	
<b>School Attendance, Educational Achievement Levels and Major Fields of Study</b>	<b>12</b>
4.1 Introduction	12
4.2 School Attendance	12
4.3 Educational Achievement Levels	13
4.4 Major Fields of Study	16
<b>5.0 Wemindji Labour Force: Labour Market Activity</b>	<b>18</b>
5.1 Introduction	18
5.2 Participation and Unemployment Rates and Employment to Population Ratios	18
5.3 Industry Classification	23
5.4 Occupation Classification	27
5.5 Employment Status	28

## LIST OF TABLES

	Page
Table 2.2.1 Wemindji and Cree Labour Force: Potential Size (2008 CLMS)	5
Table 2.3.1 Wemindji and Cree Labour Force: Estimated New Job Requirements (2008 CLMS)	6
Table 3.2.1 Wemindji and Cree Labour Force: Language Proficiency Levels (2008 CLMS)	8
Table 4.2.1 Wemindji and Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)	12
Table 4.3.1 Wemindji and Cree Labour Force: Educational Achievement Levels (2008 CLMS)	14
Table 4.4.1 Wemindji and Cree Labour Force: Major Fields of Study (2008 CLMS)	16
Table 5.2.1 Wemindji and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)	18
Table 5.3.1 Wemindji and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	23
Table 5.3.2 Wemindji and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	24
Table 5.4.1 Wemindji and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	27
Table 5.5.1 Wemindji and Cree Labour Force: Employment Status (2008 CLMS)	29

## **LIST OF FIGURES**

	Page
Figure 1.2.1 Cree Labour Force by Community (2008 CLMS)	1
Figure 1.2.2 Wemindji and Cree Labour Force: Age Structure (2008 CLMS)	2
Figure 1.2.3 Cree Labour Force: Age/Gender (2008 CLMS)	2
Figure 1.2.4 Wemindji Labour Force: Age/Gender (2008 CLMS)	3
Figure 3.2.1 Wemindji Labour Force: Language Proficiency Level (2008 CLMS)	10
Figure 3.2.2 Cree Labour Force: Language Proficiency Level (2008 CLMS)	10
Figure 4.2.1 Wemindji and Cree Labour Force: School Attendance, 15-24 Years of Age (2008 CLMS)	13
Figure 4.3.1 Wemindji and Cree Labour Force: Educational Achievement Levels (2008 CLMS)	15
Figure 4.4.1 Wemindji and Cree Labour Force: Major Fields of Study (2008 CLMS)	17
Figure 5.2.1 Wemindji and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)	21
Figure 5.2.2 Wemindji and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)	21
Figure 5.2.3 Wemindji and Cree Labour Force: Participation and Unemployment Rates and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)	22
Figure 5.3.1 Wemindji and Cree Labour Force: Industry Sector (2001 NAICS, 2008 CLMS)	25
Figure 5.3.2 Wemindji and Cree Labour Force: Industry Classification (2001 NAICS, 2008 CLMS)	26
Figure 5.4.1 Wemindji and Cree Labour Force: Occupation Classification (2001 NOC, 2008 CLMS)	28

**LIST OF FIGURES Cont'd**

	Page
Figure 5.5.1 Wemindji and Cree Labour Force: Permanent, Temporary, and Seasonal Employment Status (2008 CLMS)	30
Figure 5.5.2 Wemindji and Cree Labour Force: Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)	30

## **Executive Summary**

### **Labour Force Dynamics:**

#### **Wemindji Labour Force, Potential Size and Estimated New Job Requirements**

##### **Wemindji Labour Force**

As of March 31, 2008, the Wemindji labour force consisted of 835 individuals accounting for 9.0% of the Cree labour force and is expected to increase at a rate of approximately 2.3% per year, over the 2008-2013 period.

The Wemindji labour force is characterized by a youthful demographic structure, where:

- 25.7% is between 15-24 years of age;
- 50.9% is between 25-44 years of age; and
- 23.4% is between 45-64 years of age.

This distribution is a direct result of the phenomenally high population growth experienced over the past decade(s). In essence, the youthful demographic structure of the Wemindji population has translated into a young and rapidly expanding labour force.

##### **Potential Size and Estimated New Job Requirements**

Projections on the potential size and new job requirements estimate that the Wemindji labour force:

- will increase to 795 by 2013, a 9.7% increase of approximately 1.9% per year;
- will require the creation of approximately 180 new jobs (36 new jobs per year) to attain full employment levels by 2013; and
- will require the creation of approximately 65 new jobs (13 new jobs per year) to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period.

The high number of new job requirements to attain full employment levels or to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period are a direct result of the youthful demographic structure of the Wemindji population.



## **Language: Language Proficiency Levels**

### **Language Proficiency Levels**

The analysis of the language proficiency levels of the Wemindji labour force reveals that:

- 97.0% is able to speak in the Cree language, 99.4% in the English language and 6.6% in the French language;
- 95.8% is able to speak in Cree and English languages, 6.0% in the Cree and French languages, 6.0% in the English and French languages and 6.6% in the Cree, English and French languages; and
- 22.8% is able to write in the Cree language, 97.0% in the English language and 6.0% in the French language.

The Cree language is predominately the non-official language spoken, the English language is predominately the official language spoken and written then the French language spoken and written.

## **Education: School Attendance and Educational Achievement Levels and Major Fields of Study**

### **School Attendance**

The analysis of the school attendance of the Wemindji, 15-24 years of age group, for the 2007-2008 academic year, reveals that:

- 65.1% were not attending school; and
- 34.9% were attending school.

All or a majority of the individuals that indicated that they were attending school during the 2007-2008 academic year were attending school on a full-time basis.

### **Educational Achievement Levels**

The analysis of the educational achievement levels of the Wemindji labour force that were not attending school reveals that:

- 0.7% possess none (no formal education);
- 58.1% possess a grade 9 without a secondary graduation certificate and less;
- 17.3% possess a grade 9 and over with a secondary graduation certificate;
- 25.3% possess a post-secondary educational level (with or without a certificate, diploma or degree); and

- 14.0% possess post-secondary qualifications (with a certificate, diploma or degree) above the high school level.

The percentage of the Wemindji labour force with a less than post-secondary educational level is high when compared with the percentage with a post-secondary educational level (with or without a certificate, diploma or degree).

### **Major Fields of Study**

The analysis of the post-secondary qualifications and major fields of study of the Wemindji labour force reveals that 14.0% possess post-secondary qualifications (with a certificate, diploma or degree) above the high school level with strong interest in four of the eleven major fields of study classifications:

- the educational, recreational and counseling services fields;
- the commerce, management and business administration fields;
- the engineering and applied sciences technologies and trades fields
- the social sciences and related fields of study.

There is very little variation in the distribution; these four major fields of study account for 90.0% of the Wemindji labour force with post-secondary qualifications.

### **Labour Market Activity:**

#### **Participation and Unemployment Rates and the Employment to Population Ratios, Industry, Occupation and Employment Status**

#### **Participation and Unemployment Rates and the Employment to Population Ratios**

An analysis of the Wemindji labour market reveals high participation and unemployment rates and a high employment to population ratio:

- the participation rate stood at 86.8% and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 65.0%;
- the unemployment rate stood at 14.5% and was high across all of the major age groups with the 15-24 years of age group showing a higher employment rate of 28.6% and the 45-64 years of age group showing a lower unemployment rate of 8.8%; and
- the employment to population ratio stood at 74.3% and was low across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 46.5%.

The high participation and unemployment rates that characterized the Wemindji labour market indicate that the Wemindji labour market has only been able to absorb a small percentage of the existing labour force and the high employment to population ratio indicates that the Wemindji labour market has been able to utilize a high percentage of the existing labour force pool.

## **Industry**

The analysis of the industry to determine where the Wemindji employed labour force found employment reveals that the majority found employment in the tertiary industries followed by the primary and then the secondary industries:

- 25.6% found employment in the primary;
- 12.0% found employment in the secondary; and
- 62.4% found employment in the tertiary industries.

More specifically, the majority found employment in six of the eleven major industry classifications:

- the agriculture forestry, fishing and hunting;
- the public administration;
- the educational services;
- the construction;
- the health and social services; and
- the management of companies and enterprises industries.

There is very little variation in the distribution; these six industry classifications account for 84.0% of the Wemindji employed labour force. The data does reveal the prevalent imbalance in the distribution, where the majority of find employment in the tertiary industries and very few find employment in the primary and secondary industries.

## **Occupation**

The analysis of the occupation classifications to determine where the Wemindji employed labour force found employment reveals that the majority found employment in five of the eleven main occupational classifications:

- the primary;
- the trades, transport and equipment operators and related;
- the social science, education, government services and religion;
- the sales and services; and
- the management, business, finance and administrative occupations;

There is very little variation in the distribution; these five main occupational classifications account for 88.6% of the Wemindji employed labour force.

## **Employment Status**

The analysis of the employment status reported by the Wemindji employed labour force reveals that:

- 50.8% were employed on a permanent basis;
- 13.6% were employed on a temporary basis; and
- 35.6% were employed on seasonal basis.

The majority of all positions reported were permanent and full time positions; 50.8% were permanent positions and 94.1%, regardless of their permanent, temporary and seasonal status, were full-time positions and 5.9% were part-time positions.

## 1.0 Wemindji Labour Force Dynamics

### 1.1 Introduction

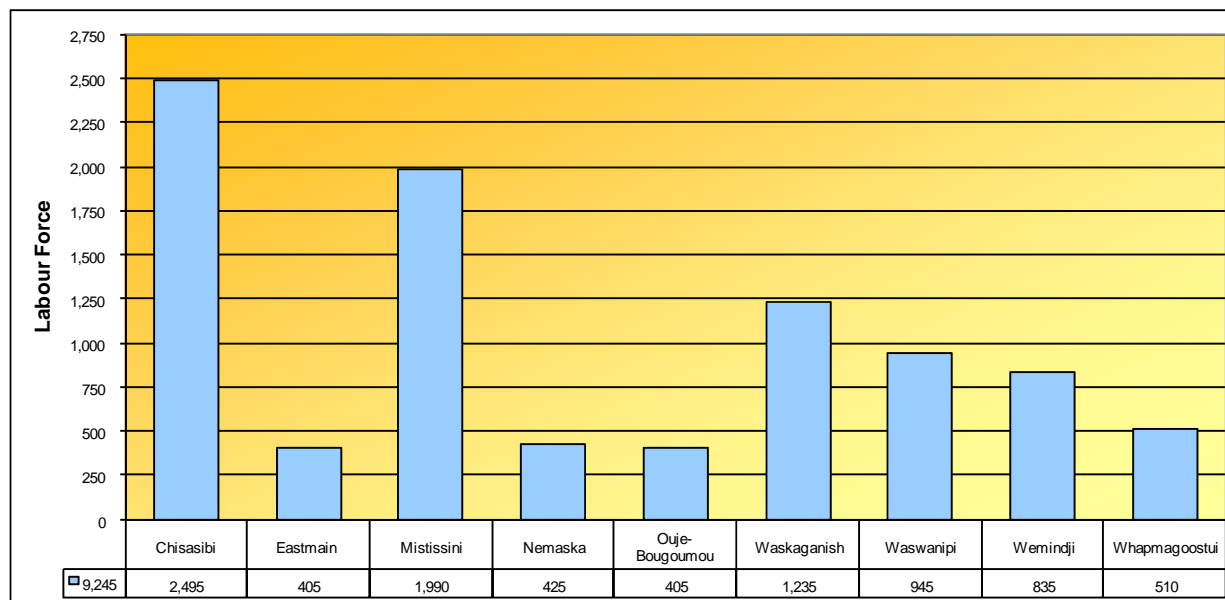
This section provides an analysis of the Wemindji labour force. It examines its size and age/gender distribution in comparison with the Cree labour force.

### 1.2 Wemindji Labour Force

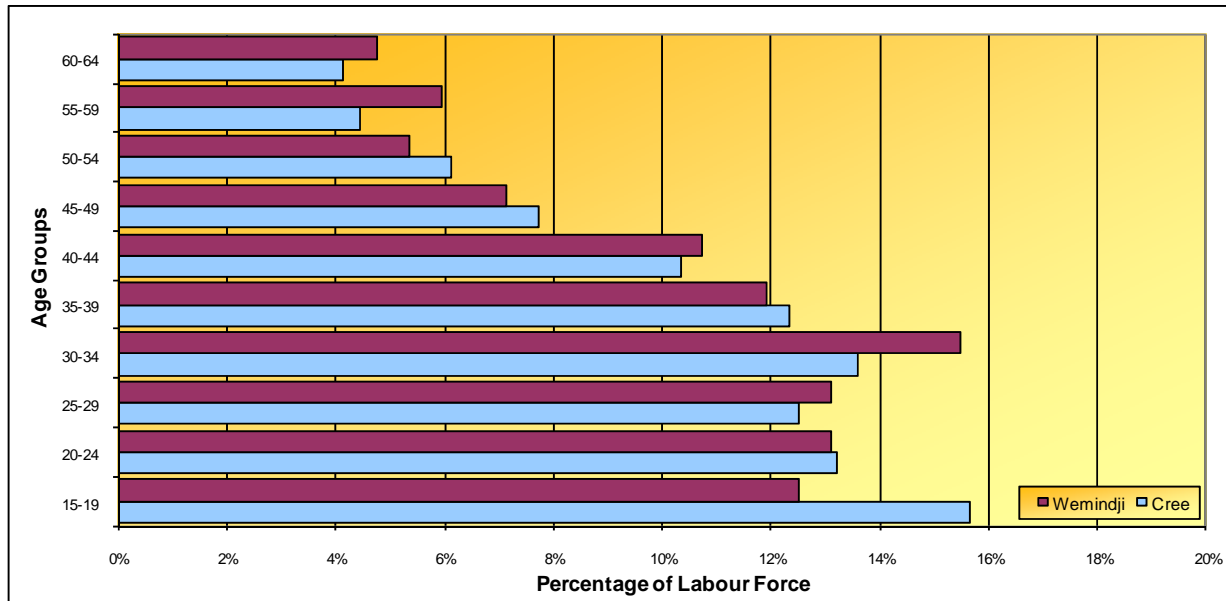
As of March 31, 2008, the Wemindji labour force consisted of 835 individuals accounting for 9.0% of the Cree labour force and, based on the basic analysis of emerging demographic trends, is expected to increase at a rate of approximately 2.3% per year over the 2008-2013 period, a growth rate that is lower than the expected growth rate for Cree labour force of approximately 2.6% per year.

Figure 1.2.1 shows the Wemindji labour force in comparison with the other Cree communities. Figure 1.2.2 shows the Wemindji and the Cree labour force age distribution, Figure 1.2.3 shows the Cree labour force age/gender distribution and Figure 1.2.4 shows the Wemindji labour force age/gender distribution.

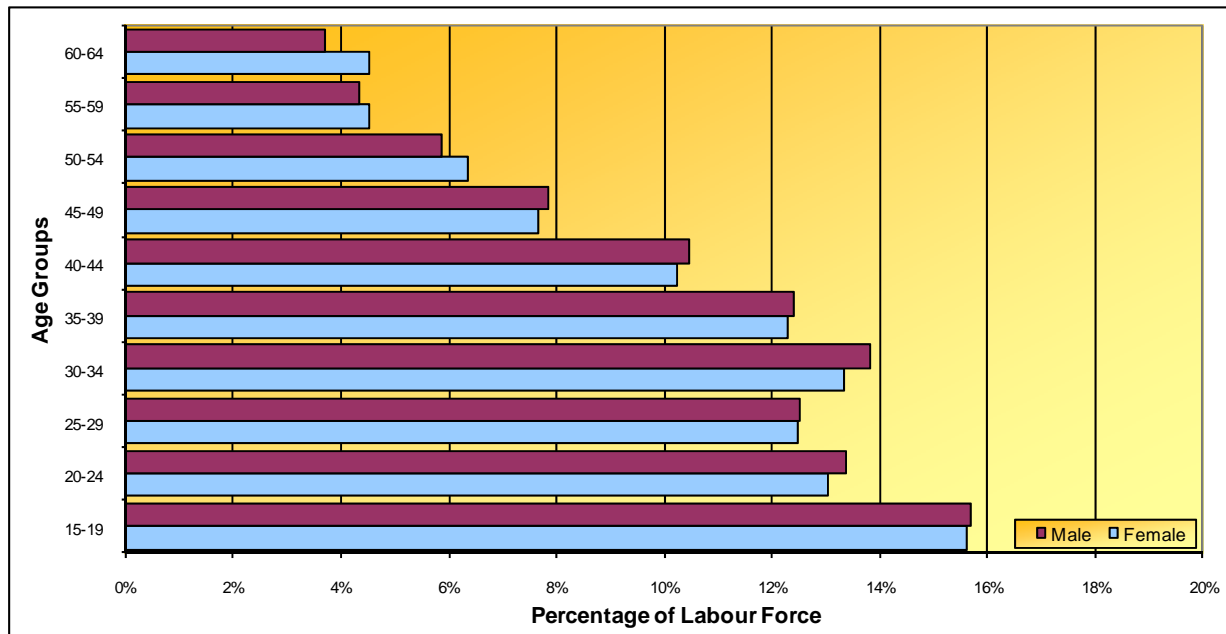
**Figure 1.2.1**  
Cree Labour Force by Community (2008 CLMS)



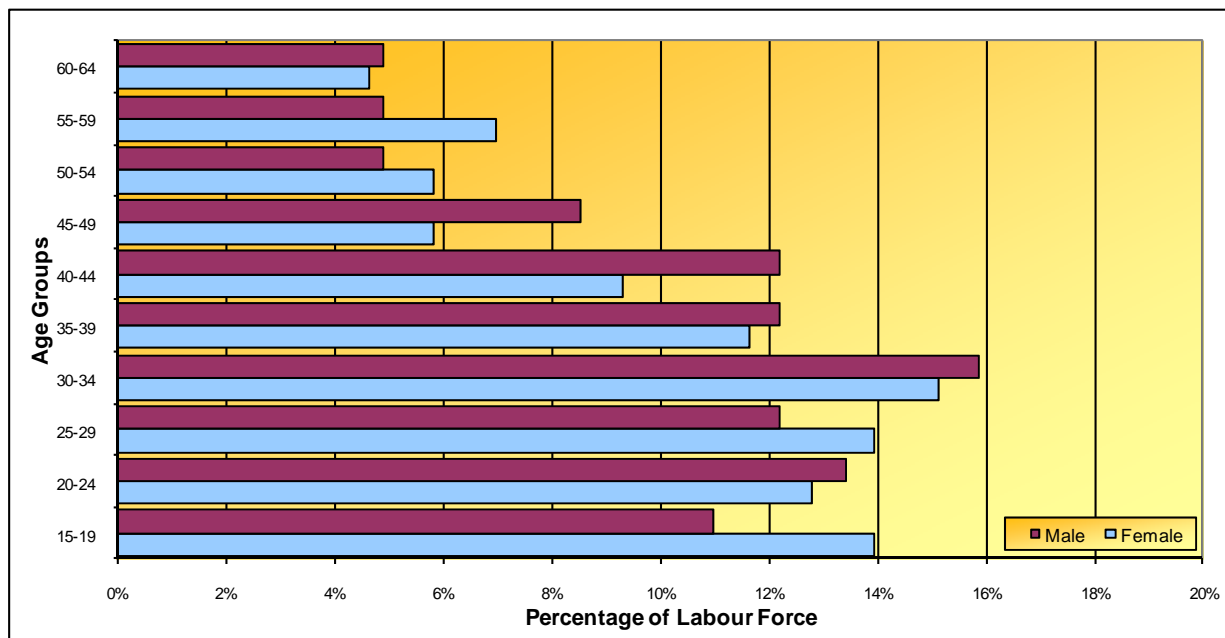
**Figure 1.2.2**  
**Wemindji and Cree Labour Force: Age Structure (2008 CLMS)**



**Figure 1.2.3**  
**Cree Labour Force by Age/Gender (2008 CLMS)**



**Figure 1.2.4**  
**Wemindji Labour Force by Age/Gender (2008 CLMS)**



The Wemindji labour force age distribution, as with the Cree labour force, shows a youthful demographic structure, where a greater number of the labour force is distributed near the bottom and decreasing numbers moving towards the top. The youthful demographic structure is clearly evident in the age/gender distribution; 25.7% is between 15-24 years of age (24.7% for males and 26.7% for females), 50.9% is between 25-44 years of age (51.9% for males and 50.0% for females) and 23.4% is between 45-64 years of age (23.5% for males and 23.3% for females). The Cree labour force age/gender distribution also shows this youthful demographic structure; 28.8% is between 15-24 years of age (29.0% for males and 28.5% for females), 48.8% is between 25-44 years of age (49.2% for males and 48.4% for females) and 22.4% is between 45-64 years of age (21.8% for males and 23.1% for females).

A similar analysis that compares the labour force age group percentage distribution of the Wemindji labour force as a percentage of the Cree labour force also shows this youthful demographic structure; the 15-24 years of age group population represents 2.3% of the Cree 15-24 years of age group (2.2% for males and 2.5% for females), the 25-44 years of age group represents 4.6% of the Cree 25-44 years of age group (4.6% for males and 4.6% for females) and the 45-64 years of age group represents 2.1% of the Cree 45-64 years of age group (2.1% for the males and 2.2% for females).

As with the Cree labour force, this youthful demographic structure can be expected to continue into the next decade. In essence, the youthful demographic structure of the Wemindji population has translated into a young and rapidly expanding labour force: a direct result of the high population growth rate that, as with the Cree population, has been brought about by a combination of factors such as; high fertility rates, an increase in the number of females entering their fertility years (15-49 years of age), low infant mortality rates and improved health care

services which bring about increases in the life expectancy at birth and at 65 years of age.<sup>1</sup> A combination of factors that guarantees a sustained population growth that eventually translates into a young and rapidly expanding labour force.

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<sup>1</sup> These factors were discussed in detail in the “Nine Cree Communities of Eeyou Istchee, Statistical Profile from the 2003 Cree labour Market Survey, March 2005, Part I, Section 2.2, p.7.



## 2.0 Wemindji Labour Force: Potential Size

### 2.1 Introduction

This section provides an analysis of the potential size of the Wemindji labour force and the corresponding estimated number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 in comparison with the Cree labour force.

It should be noted that these estimates do not include the effects of in/out migration or the late registration of births and deaths. These estimates are not predictions but rather they are attempts to establish plausible scenarios, based on the basic analysis of emerging demographic trends and given the fact that any projections of the potential size of the labour force that are based on past estimates become less and less reliable as the time frame is extended, the estimates derived here are limited to the 2008-2013 period.

### 2.2 Wemindji Labour Force: Potential Size

As with any population, the age structure determines the growth pattern of the labour force. A population that is, as with the Cree population, characterized by a youthful demographic structure ensures a high number of new labour market entrants over the 2008-2013 period.

The estimated potential size of the Wemindji and the Cree labour force uses basic projection analysis, the 2008 male and female participation rates of the Wemindji and the Cree labour force and an assumed 0.0% participation rates for those individuals who will be leaving the Wemindji and the Cree labour markets. Incorporating the actual male and female participation rates in the estimation, and assuming a 0.0% participation rate for those individuals who will be leaving the Wemindji and the Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants in the Wemindji and the Cree labour markets so that the potential size of the Wemindji and the Cree labour force can be estimated, given the population data. Table 2.2.1 shows the resulting estimates of the potential size of the Wemindji and the Cree labour force for the 2008-2013 period.

**Table 2.2.1**  
**Wemindji and Cree Labour Force: Potential Size (2008 CLMS)**

Labour Force (15-64 years of age)	Wemindji	Cree
<b>2008 Labour Force</b>	<b>725</b>	<b>7,525</b>
Male	375	3,935
Female	350	3,585
<b>2009-2013 Entrants</b>	<b>75</b>	<b>920</b>
Male	40	530
Female	35	390
<b>2013 Labour Force</b>	<b>795</b>	<b>8,445</b>
Male	410	4,470
Female	385	3,975

Based on these estimates, the labour force will have increased to 795 by 2013, a 9.7% increase of approximately 1.9% per year. Over the same period, the Cree labour force will have increased to 8,445 by 2013, a 12.2% increase of approximately 2.4% per year.

### **2.3 Wemindji Labour Force: Estimated New Job Requirements**

As with any population, the age structure of the population determines the growth pattern of the labour force and when combined with the male and female participation and unemployment rates of the labour force determines the growth pattern of the new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013. With a population that is characterized by a youthful demographic structure and a labour market that is characterized by high participation and unemployment rates: a high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 can be expected with absolute certainty.

The estimates on the total number of new jobs requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Wemindji and the Cree labour force uses basic projection analysis, the actual 2008 male and female participation and unemployment rates of the Wemindji and the Cree labour force and an assumed 0.0% participation rate for those individuals who will be leaving the Wemindji and the Cree labour markets. Incorporating the actual male and female participation and unemployment rates in the estimation and assuming a 0.0% participation rate for those individuals who will be leaving the Wemindji and the Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants and the total number of individuals who will be unemployed in the Wemindji and the Cree labour markets and, hence, allow for an estimation of the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013, given the population data. Table 2.3.1 shows the resulting estimates on the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Wemindji and the Cree labour force.

**Table 2.3.1  
Wemindji and Cree Labour Force: Estimated New Job Requirements (2008 CLMS)**

Number of new job requirements in 2013	Wemindji	Cree
to <u>attain</u> full employment levels	180	2,650
to <u>maintain</u> 2008 employment levels	65	700

Based on these estimates, the Wemindji labour force will have increased to 795 by 2013 and in order to attain full employment levels in 2013, an estimated 180 new jobs would be required (36 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 65 new jobs would be required (13 new jobs per year). The high population growth experienced over the past decade(s) has resulted in a large increase in the Wemindji labour force due to the high number of individuals entering the Wemindji labour market that are not being equally offset

by the number of individuals leaving the Wemindji labour market. The data clearly shows that there are and will be more young individuals entering the Wemindji labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 2.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or just to maintain 2008 employment levels in 2013.

The Cree labour force will have increased to 8,445 by 2013 and in order to attain full employment levels in 2013, an estimated 2,650 new jobs would be required (530 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 700 new jobs would be required (140 new jobs per year). As with the Wemindji population, the Cree population has experienced a high population growth over the past decade(s) and has resulted in a large increase in the Cree labour force brought about by the high number of individuals entering the Cree labour market that are not being equally offset by the number of individuals leaving the Cree labour market. The data clearly shows that there are and will be more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013.

### 3.0 Wemindji Labour Force: Language Proficiency Levels

#### 3.1 Introduction

This section provides an analysis of the language proficiency levels of the Wemindji labour force in comparison with the Cree labour force.

The language section of the CLMS asked individuals, 15-64 years of age, to indicate the language(s) they are able to communicate in (spoken only and spoken and written). It was set up to capture all of the language(s), official and non-official languages the individual is able to communicate in, so multiple responses were allowed.

It should be noted that the analysis on the language proficiency levels only deals with the Cree, English and French languages even though there may be other languages that may have been indicated by the Wemindji and the Cree labour force.

#### 3.2 Wemindji Labour Force: Language Proficiency Levels

Individuals, 15-64 years of age, were asked to indicate the language(s) they are able to communicate in (spoken only and spoken and written). Table 3.2.1 shows the language characteristics of the Wemindji and the Cree labour force. The data is presented so that the indicated language(s) (spoken only and spoken and written) covers all of the language(s) that were indicated as a single response or as a multiple response, as a percentage of the Wemindji and the Cree labour force.

**Table 3.2.1  
Wemindji and Cree Labour Force: Language Proficiency Levels (2008 CLMS)**

Labour Force (15-64 years of age) Language(s)	Wemindji		Cree	
	Spoken only	Spoken and Written	Spoken only	Spoken and Written
Cree	97.0%	22.8%	98.7%	22.1%
English	99.4%	97.0%	98.7%	95.4%
French	6.6%	6.0%	37.2%	26.5%
Cree and English	95.8%	22.8%	97.5%	21.2%
Cree and French	6.0%	1.2%	36.6%	8.1%
English and French	6.6%	5.4%	37.0%	25.4%
Cree, English and French	6.0%	1.2%	36.4%	7.9%

The percentage of the Wemindji labour force that is able to speak in the Cree language is high but is lower than that of the Cree labour force, the percentage of the Wemindji labour force that is able to speak in the English language is high and is higher than that of the Cree labour force, and the percentage of the Wemindji labour force that is able to speak in the French language is low and is lower than that of the Cree labour force.

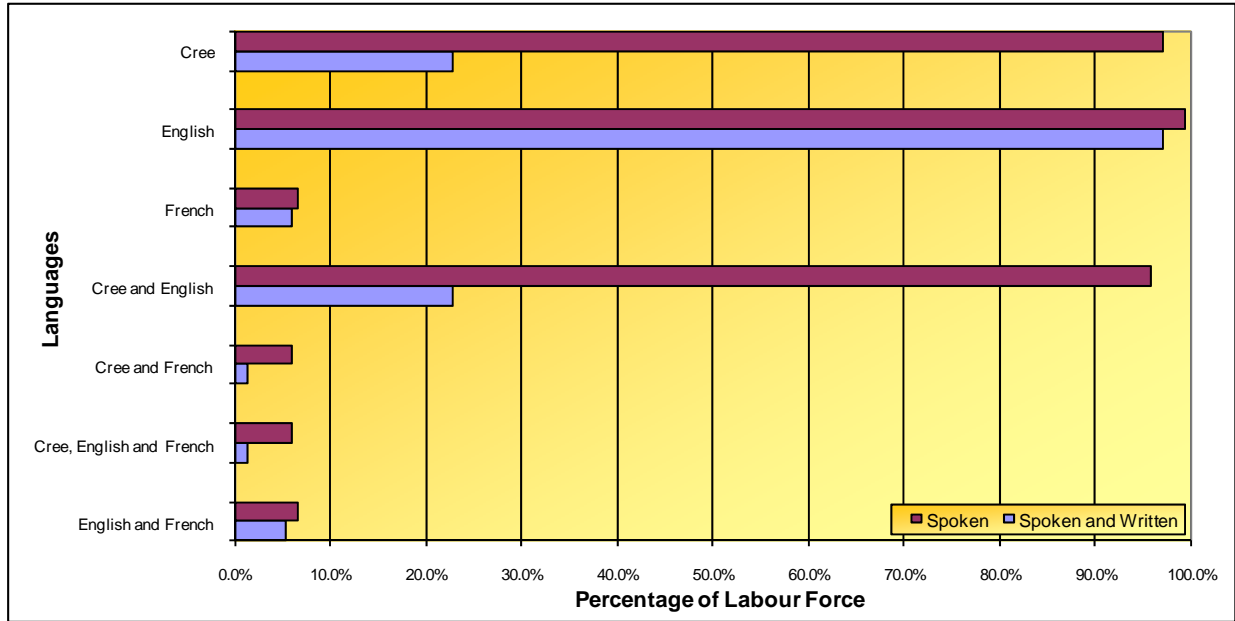
The data shows that 97.0% of the Wemindji labour force is able to speak in the Cree language, 99.4% is able to speak in the English language and 6.6% is able to speak in the French language.

There is a high percentage that indicated that it is able to speak in more than one language; in the Cree and English, in the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and the Cree, English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. The Cree and the English language(s) are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and spoken and written categories, 97.0% and 22.8%, 99.4% and 97.0%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentages of 6.6% and 6.0%, respectively. For the Cree labour force, 98.7% is able to speak in the Cree language, 98.7% is able to speak in the English language and 37.2% is able to speak in the French language. There is a high percentage that indicated that it is able to speak in more than one language; in the Cree and English, in the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to speak in the Cree and English languages is higher than the percentage that indicated that it is able to speak in the Cree and French, in the English and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to speak in the Cree and in the English languages compared to the percentage that indicated that it is able to speak in the French language. As with the Wemindji labour force, the Cree and the English languages are predominantly indicated in the spoken only category, while the English language is also predominantly indicated in both the spoken only and in the spoken and written categories, 98.7% and 22.1%, 98.7% and 95.4%, respectively. The French language is also indicated in both the spoken only and in the spoken and written categories but at lower percentages of 37.2% and 26.5%, respectively.

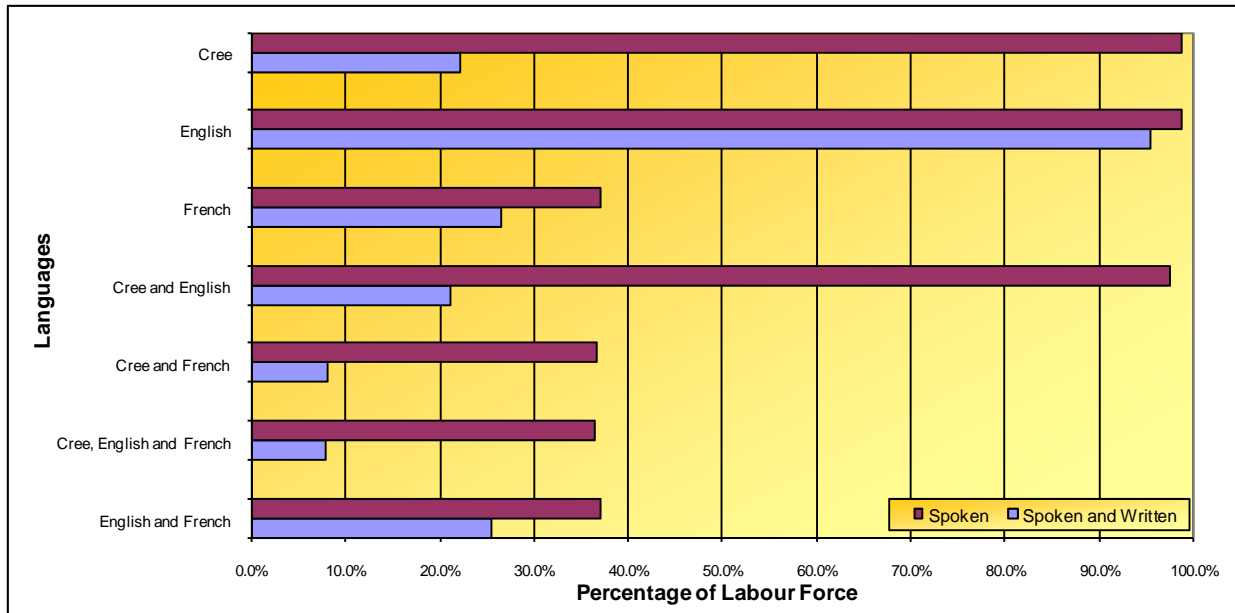
There is a large segment of the Wemindji labour force that cannot write in the Cree language; only 22.8% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 97.0% and 6.0%, respectively. This is similar for the percentage that indicated that it is able to write in both the Cree and French, in the English and French and in the Cree, English and French languages. The percentage that indicated that it is able to write in the Cree and English is higher than the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French languages because of the higher percentage that indicated that it is able to write in the Cree and English languages compared to the percentage that indicated that it is able to write in the French language. There is also a large segment of the Cree labour force that cannot write in the Cree language; 22.1% indicated that it is able to write in the Cree language compared to the percentage that indicated that it is able to write in the English and French languages, 95.4% and 26.5%, respectively. This is similar for the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French languages. The percentage that indicated that it is able to write in the English and French languages is higher than the percentage that indicated that it is able to write in the Cree and English, in the Cree and French and in the Cree, English and French because of the higher percentage that indicated that it is able to write in the English and in the French languages compared to the percentage that indicated that it is able to write in the Cree language.

Figure 3.2.1 shows the language proficiency levels of the Wemindji labour force, and Figure 3.2.2 shows the language proficiency levels of the Cree labour force, graphically.

**Figure 3.2.1**  
**Wemindji Labour Force: Language Proficiency Levels (2008 CLMS)**



**Figure 3.2.2**  
**Cree Labour Force: Language Proficiency Levels (2008 CLMS)**



Overall, for the Wemindji and the Cree labour force, the Cree language is predominately the non-official language spoken and the English language is predominately the official language spoken and written then the French language spoken and written.

#### 4.0 Wemindji Labour Force: School Attendance and Educational Achievement Levels and Major Fields of Study

##### 4.1 Introduction

This section provides an analysis of the school attendance, the educational achievement levels and the major fields of study of the Wemindji labour force in comparison with the Cree labour force.

The education section of the CLMS asked individuals, 15-64 years of age, to provide information on their educational background. To indicate their current educational status, the highest grade of elementary or high school attended (completed or not), the highest year of university or any other non-university completed, major field of study and full-time or part-time status.

##### 4.2 Wemindji Labour Force: School Attendance

Individuals, 15-64 years of age, were asked if they had or were currently attending school during the 2007-2008 academic year and, if so, to indicate either high school, college, university or other and to specify full-time or part-time attendance. This allowed for the identification of the school attendance and full-time and part-time attendance levels. Table 4.2.1 shows the school attendance of the Wemindji and the Cree, 15-24 years of age groups.

**Table 4.2.1**  
**Wemindji and Cree Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**

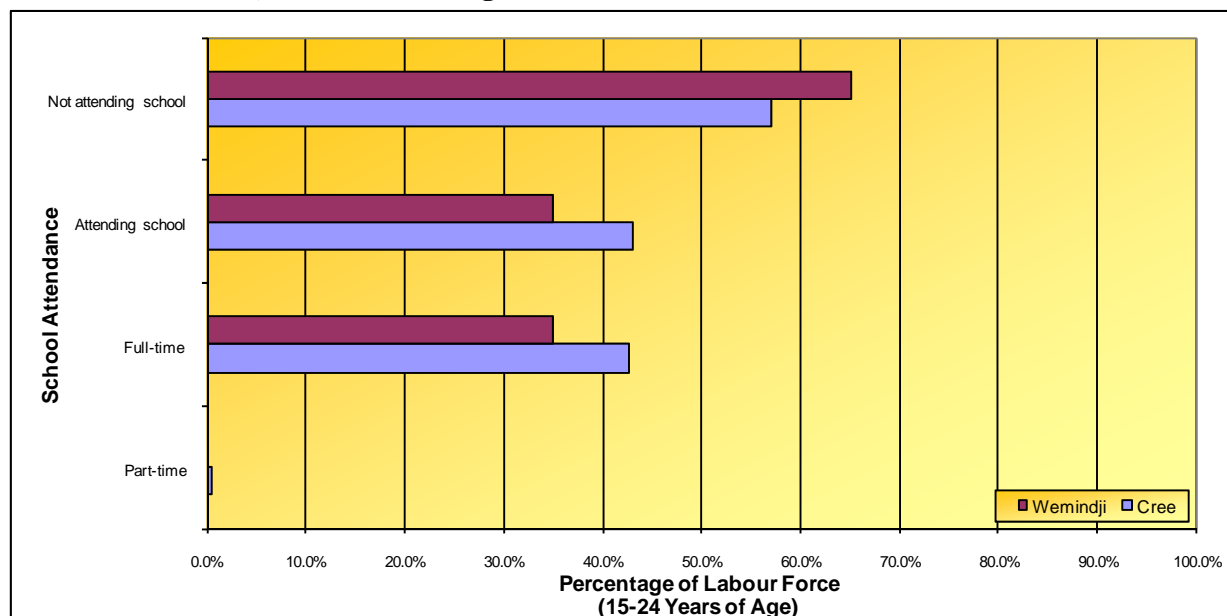
Labour Force (15-24 years of age) School Attendance	Wemindji	Cree
Not attending school	65.1%	57.0%
Attending school	34.9%	43.0%
Full-time	34.9%	42.6%
Part-time	0.0%	0.4%

The school attendance of the Wemindji, 15-24 years of age group, for the 2007-2008 academic year, is low and is lower than the school attendance level of the Cree, 15-24 years of age group; 34.9% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 34.9% were doing so on a full-time basis and 0.0% on a part-time basis. The school attendance of the Cree, 15-24 years of age group, for the 2007-2008 academic year, is low and is also lower than the school attendance of the Wemindji, 15-24 years of age group; 43.0% of the total number of individuals in the 15-24 years of age group indicated attending school during the previous year and 42.6% were attending school on a full-time basis and 0.4% on a part-time basis.

Figure 4.2.1 shows the school attendance, full-time and part-time attendance of the Wemindji and the Cree, 15-24 years of age groups, graphically.



**Figure 4.2.1**  
**Wemindji and Cree Labour Force:**  
**School Attendance, 15-24 Years of Age (2008 CLMS)**



Overall, the school attendance of the Wemindji, 15-24 years of age group is low and all of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis. The school attendance of the Cree, 15-24 years of age group is low and all or a majority of the individuals who indicated attending school, during the 2007-2008 academic year, were attending school on a full-time basis.

It is important to note that, in general, for all populations, full-time school attendance is higher among the younger age groups and generally decline in the older age groups and since the analysis is limited to the 15-24 years of age group where most of these individuals were attending high school or attending a post-secondary educational institution at some point during the 2007-2008 academic year, both requiring full-time attendance, hence, the high full-time school attendance reported.

### 4.3 Wemindji Labour Force: Educational Achievement Levels

Individuals, 15-64 years of age, were asked to indicate their highest grade of elementary or high school attended (completed or not) and/or the highest level of university or any other non-university completed. This allowed for the identification of the highest educational level attained so that it could be classified according to the eleven standard educational achievement level classifications. The educational achievement level classification an individual falls into is determined by their highest level of education. For example, an individual with both a college diploma and a university degree would fall in the university with bachelor’s degree or higher classification. Table 5.3.1 shows the educational achievement levels of the Wemindji and the Cree labour force that were *not attending school*.

**Table 4.3.1**  
**Wemindji and Cree Labour Force**  
**Educational Achievement Levels (2008 CLMS)**

Labour Force (15-64 years of age) Educational Achievement Level	Wemindji	Cree
None	0.7%	3.1%
Less than grade 9	22.7%	31.9%
Grade 9 without a secondary graduation certificate	34.7%	27.7%
Grade 9 with a secondary graduation certificate	17.3%	11.8%
Trades certificate or diploma	2.0%	2.5%
Some postsecondary without degree, certificate or diploma	0.0%	0.0%
Other non-university education without certificate or diploma	12.0%	9.7%
Other non-university education with certificate or diploma	8.0%	8.7%
University without degree without certificate or diploma	0.0%	0.0%
University without degree with certificate or diploma	0.7%	1.5%
University with bachelor's degree or higher	3.3%	3.1%

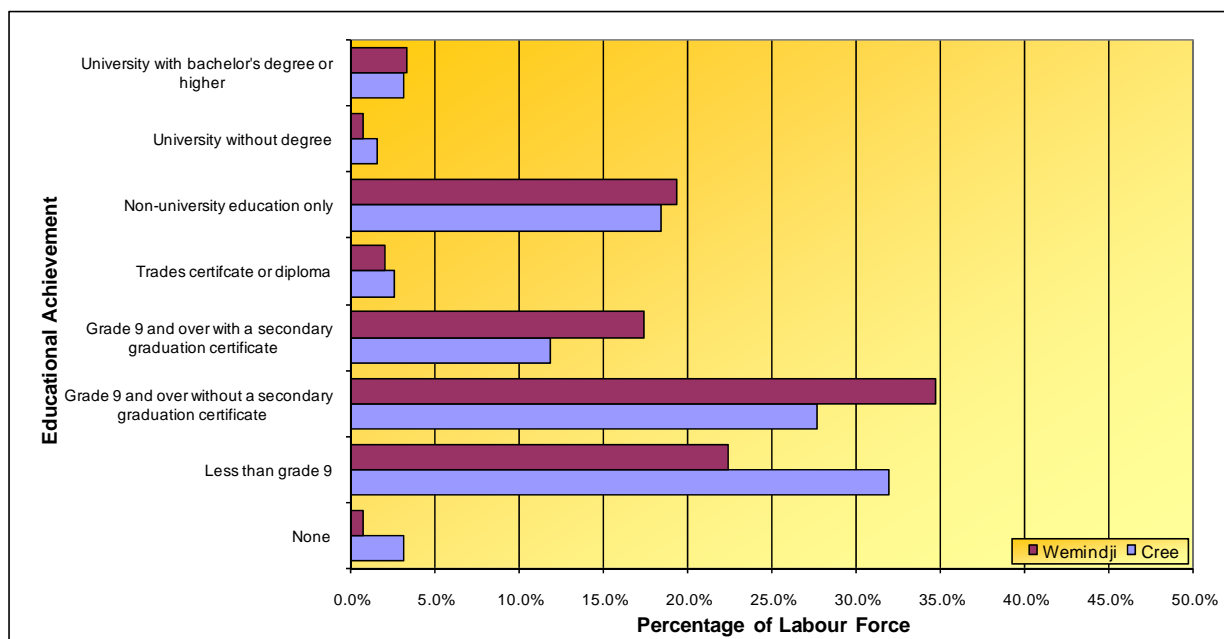
The percentage of the Wemindji labour force with a less than a post-secondary educational level is high and is slightly lower than that of the Cree labour force with the grade 9 without a secondary graduation certificate and the grade 9 with a secondary graduation certificate showing slightly higher percentages; 75.4% possess a less than a post-secondary educational level; 58.1% possess a grade 9 without a secondary graduation certificate and less and only 17.3% possess a grade 9 and over with a secondary graduation certificate. The percentage of the Cree labour force with less than a post-secondary educational level is high but is slightly lower than that of the Wemindji labour force with the none (no formal education) and the less than grade 9 showing slightly higher percentages; 74.5% possess a less than a post-secondary educational level; 62.7% possess a grade 9 without a secondary graduation certificate and less and 11.8% possess a grade 9 and over with a secondary graduation certificate.

The percentage of the Wemindji labour force with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low and are lower than that of the Cree labour force with the other non-university education without certificate or diploma and the university with bachelor's degree or higher showing a slightly higher percentage; 25.3% possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 14.0% possess post-secondary qualifications above the high school level. As a percentage of the labour force with post-secondary qualifications (with a certificate, diploma or degree); 14.3% possess trades certificate or diploma, 57.1% possess other non-university education with certificate or diploma, 4.8% possess university without degree with certificate or diploma and 23.8% possess university bachelor's degree or higher. The percentage of the Cree labour force with a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) are both low but are higher than that of the Wemindji labour force with the trades certificate or diploma, other non-university education with certificate or diploma and the university without degree with certificate or diploma showing slightly higher percentages; 25.5 % possess a post-secondary educational level (with or without a certificate, diploma or degree) and/or possessing post-secondary qualifications (with a certificate, diploma or degree) and 15.9% possess post-secondary qualifications above the

high school level. As a percentage of the labour force with post-secondary qualifications (with a certificate, diploma or a degree); 16.8% possess trades certificate or diploma, 53.9% possess other non-university education with certificate or diploma, 9.9% possess university without degree with certificate or diploma and 19.4% possess university bachelor's degree or higher.

Figure 4.3.1 shows the educational achievement levels of the Wemindji and the Cree labour force that were *not attending school*, graphically.

**Figure 4.3.1**  
**Wemindji and Cree Labour Force**  
**Educational Achievement Levels (2008 CLMS)**



Overall, the percentage of the Wemindji labour force with a less than a post-secondary educational level is high but is slightly lower than that of the Cree labour force with the grade 9 without a secondary graduation certificate and the grade 9 with a secondary graduation certificate showing slightly higher percentages. The percentage with a post-secondary educational level (with or without a certificate, diploma or degree) and/or (with a certificate, diploma or degree) are both low and are lower than that of the Cree labour force with the other non-university education without certificate or diploma, and the university with bachelor's degree or higher showing slightly higher percentages. The percentage of the Cree labour force with a less than a post-secondary educational level is high but is slightly lower than that of the Wemindji labour force with the none (no formal education) and the less than grade 9 showing slightly higher percentages. The percentage with a post-secondary educational level (with or without a certificate, diploma or degree) and/or (with a certificate, diploma or degree) are both low but are higher than that of the Wemindji labour force with the trades certificate or diploma, the other non-university education with certificate or diploma and the university without degree with certificate or diploma showing slightly higher percentages.

It is important to note that the educational achievement levels normally reported include individuals that are still in school and this tends to skew the educational achievement levels. This is clearly evident in the two educational achievement level classifications: the less than grade 9 and the grade 9 and over without a secondary graduation certificate. Before any adjustments were made for the “*not attending school*,” these two classifications account for approximately 59.9% of the Wemindji labour force (61.6% of the Cree labour force). After the adjustments were made, these two classifications account for approximately 56.6% of the Wemindji labour force (59.7% of the Cree labour force). The unadjusted data on the educational achievement levels of the Wemindji and the Cree labour force is provided in Appendix C: Cree Labour Force by Community, Education: School Attendance; Educational Achievement Levels and Major Fields of Study.

With respect to the trades certificate or diploma classification: trades certificate or diploma are considered as “*post-secondary qualifications*” in the educational achievement level analysis, even though completion of secondary school may not have been a prerequisite for some trade apprenticeships programs.

#### **4.4 Wemindji Labour Force: Major Fields of Study**

Individuals, 15-64 years of age, with post-secondary qualifications, were asked to specify their major field of study at the highest level of university or any other non-university completed. This allowed for the identification of the major fields of study so that they could be classified according to the eleven standard major fields of study classifications. Table 4.4.1 shows the major fields of study of the Wemindji and the Cree labour force with post-secondary qualifications that were *not attending school*.

**Table 4.4.1  
Wemindji and Cree Labour Force: Major Fields of Study (2008 CLMS)**

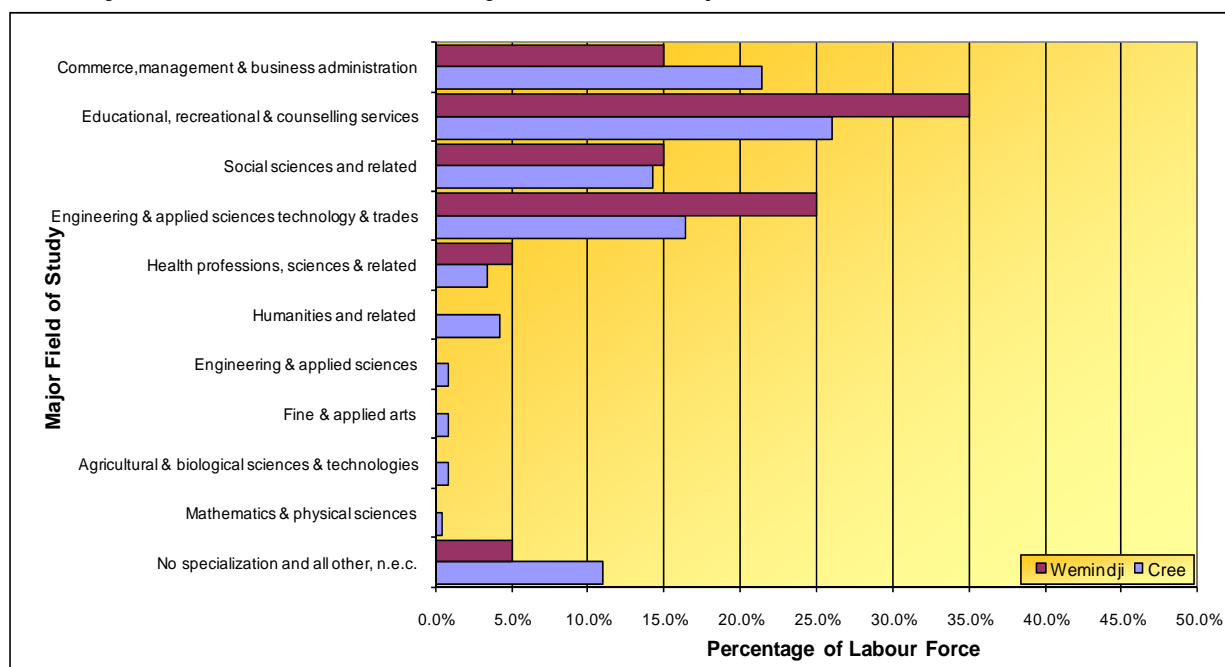
<b>Labour Force (15-64 years of age) Major Field of Study</b>	<b>Wemindji</b>	<b>Cree</b>
Educational, recreational & counselling services	35.0%	26.1%
Fine & applied arts	0.0%	0.8%
Humanities and related fields	0.0%	4.2%
Social sciences and related fields	15.0%	14.3%
Commerce, management & business administration	15.0%	21.4%
Agricultural & biological sciences & technologies	0.0%	0.8%
Engineering & applied sciences	0.0%	0.8%
Engineering & applied sciences technology & trades	25.0%	16.4%
Health professions, sciences & related fields	5.0%	3.4%
Mathematics & physical sciences	0.0%	0.4%
No specialization and all other, n.e.c.	5.0%	10.9%

The percentage of the Wemindji labour force with post-secondary qualifications (with a certificate, diploma or degree) is low and is lower than that of the Cree labour force; 14.0% possess post-secondary qualifications and four major fields of study account for 90.0% of the labour force with a post-secondary educational qualifications; 35.0% showed a strong interest in the educational, recreational and counseling services fields, 25.0% showed a strong interest in

engineering and applied sciences technology and trades fields, 15.0% showed a strong interest in the commerce, management and business administration fields and 15.0% showed a strong interest in the social sciences and related fields of study. The percentage of the Cree labour force with post-secondary qualifications (with a certificate, diploma or degree) is low but is higher than that of the Wemindji labour force; 15.9% possess post-secondary qualifications and the same four major fields of study account for 78.2% of the labour force with a post-secondary educational qualifications; 26.1% showed a strong interest in the educational, recreational and counseling services fields, 16.4% showed a strong interest in the engineering and applied sciences, technology and trades fields, 21.4% showed interest in the commerce, management and business administration fields and 14.3% showed a strong interest in the social sciences and related fields of study.

Figure 4.4.1 shows the major fields of study of the Wemindji and the Cree labour force with post-secondary qualifications that were *not attending school*, graphically.

**Figure 4.4.1**  
**Wemindji and Cree Labour Force: Major Fields of Study (2008 CLMS)**



Overall, there is very little variation in the major fields of study of the Wemindji and the Cree labour force with post-secondary qualifications. A higher percentage of the Wemindji labour force with post-secondary qualifications possess post-secondary qualifications in two of the four major fields of study; the educational, recreational and counseling services fields and the engineering and applied sciences, technology and trades fields of study; and a higher percentage of the Cree labour force with post-secondary qualifications possess post-secondary qualifications in two of the four major fields of study; the commerce, management and business administration fields and the social sciences and related fields of study.

## 5.0 Wemindji Labour Force: Labour Market Activity

### 5.1 Introduction

This section provides an analysis of the labour market activity of the Wemindji labour force; the participation, the unemployment rates, the employment to population ratios, the industry and occupation classifications (broad groups) and the employment status in comparison with the Cree labour force.

The employment and the employment history sections of the CLMS asked individuals, 15-64 years of age, to provide information on their labour market status (employed/unemployed) and on their current/previous employment (occupation and employment status, etc.).

### 5.2 Wemindji Labour Force: Participation and Unemployment Rates and Employment to Population Ratios

Individuals, 15-64 years of age, were asked to indicate their labour market status and, if unemployed, to indicate whether or not they were actively seeking employment at the time of, or during the 4-week period prior to the CLMS (March 3, 2008 to March 28, 2008). This allowed for the participation and unemployment rates and the employment to population ratios, three of the most widely used indicators of the labour market activity to be determined. The participation rate refers to the labour force who, at the time of the CLMS, were actively seeking employment as a percentage of the total labour force, 15-64 years of age; the unemployment rate refers to the total labour force who, at the time of the CLMS, were unemployed but were actively seeking employment as a percentage of the total labour force, 15-64 years of age; and the employment to population ratio refers to the labour force who, at the time of the CLMS, were employed as a percentage of the total population, 15-64 years of age. Table 5.2.1 shows the 2008 labour force participation and unemployment rates and the employment to population ratios of the Wemindji and the Cree labour force.

**Table 5.2.1**  
**Wemindji and Cree Labour Force:**  
**Participation and Unemployment Rates and Employment to Population Ratios (2008 CLMS)**

Labour Force (15-64 years of age) Participation, Unemployment Rates and Employment to Population Ratios	Wemindji	Cree
<b>Participation rate</b>	<b>86.8%</b>	<b>81.4%</b>
Male	91.5%	85.3%
Female	81.4%	77.4%
<b>Unemployment rate</b>	<b>14.5%</b>	<b>22.8%</b>
Male	18.7%	27.0%
Female	10.0%	18.1%
<b>Employment to population ratio</b>	<b>74.3%</b>	<b>62.8%</b>
Male	73.2%	62.3%
Female	73.3%	63.4%

In 2008, the Wemindji labour market was characterized by high participation and unemployment rates and a high employment to population ratio. The Cree labour market was characterized by high participation and unemployment rates and a low employment to population ratio.

The participation rate for the Wemindji labour force stood at 86.8% (91.5% for the males and 81.4% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 65.1% (64.7% for the males and 61.5% for the females). The participation rates by gender show that the male participation rates were consistently higher than those of the females across all age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 64.7%. The female participation rates were also high across all of the major age groups with the 15-24 years of age group showing a slightly lower participation rate of 61.5%. The participation rate for the Cree labour force stood at 81.4% (85.3% for the males and 77.4% for the females) was high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 56.8% (46.6% for the males and 55.4% for the females). The participation rates by gender show that the male participation rates were consistently higher than those of the females across all of the major age groups. The male participation rates were high across all of the major age groups with the 15-24 years of age group showing a lower participation rate of 46.6%. The female participation rate were also high across all of the major age groups with the 15-64 and the 15-24 years of age groups showing lower participation rates of 77.4% and 55.4%, respectively.

The Wemindji labour force participation rate was higher than the participation rate for the Cree labour force and was higher across all of the major age groups with 45-64 years of age group showing a lower participation rate of 89.5% (95.7% for the males and 80.0% for the females). The participation rates by gender show that the male participation rates were higher across all of the major age groups and the female participation rates were also higher across all of the major age groups with the 25-64 years of age group showing a higher participation rate of 80.0%.

The unemployment rate for the Wemindji labour force stood at 14.5% (18.7% for the males and 10.0% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 28.6% (45.5% for the males and 18.8% for the females) and the 45-64 years of age group showing a lower unemployment rate of 8.8% (9.1% for the males and 8.3% for the females). The unemployment rates by gender show that the male unemployment rates were consistently higher than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 45.5% and the 45-64 years of age group showing a lower unemployment rate of 9.1%. The female unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 18.8% and the 25-44 years of age group showing a lower unemployment rate of 7.3%. The unemployment rate for the Cree labour force stood at 22.8% (27.0% for the males and 18.1% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 41.9% (46.6% for the males and 36.7% for the females) and the 45-64 years of age group showing a lower unemployment rate of 14.6% (19.4% for the males and 9.6% for the females). The unemployment rates by gender show that the male unemployment rates were consistently higher

than those of the females across all of the major age groups. The male unemployment rates were high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 46.6% and the 45-64 years of age group showing a lower unemployment rate of 19.4%. The female unemployment rates were also high across all of the major age groups with the 15-24 years of age group showing a higher unemployment rate of 36.7% and the 45-64 years of age group showing a lower unemployment rate of 9.6%.

The Wemindji labour force unemployment rate was lower than the unemployment rate for the Cree labour force and was lower across all of the major age groups. The unemployment rates by gender show that the male and female unemployment rates were lower across all of the major age groups.

The employment to population ratio for the Wemindji labour force stood at 74.3% (73.2% for the males and 73.3% for the females) and was high across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio of 46.5% (35.3% for the males and 53.8% for the females). The employment to population ratios by gender show that the male employment to population ratios were lower than those of the females across all of the major age groups with the 45-64 years of age group showing a higher employment ratio of 87.0%. The male employment to population ratios were high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 73.2% and 35.3%, respectively. The female employment to population ratios were high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 73.3% and 53.8%, respectively. The employment to population ratio for the Cree labour force stood at 62.8% (62.3% for the males and 63.4% for the females) and was low across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment ratios of 62.8% (62.3% for the males and 63.4% for the females) and 33.2% (32.3% for the males and 35.1% for the females, respectively, and the 45-64 years of age group showing a higher employment to population of 78.6% (76.9% for the males and 80.3% for the females). The employment to population ratios by gender show that the male employment to population ratios were consistently lower than those of the females across all of the major age groups with the 25-44 years of age group showing a higher employment to population ratio of 73.4% (72.1% for the females). The male employment to population ratios were high with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 62.3% and 32.3%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 76.9%. The female employment to population ratios were also high across all of the major age groups with the 15-64 and 15-24 years of age groups showing lower employment to population ratios of 63.4% and 35.1%, respectively, and the 45-64 years of age group showing a higher employment to population ratio of 80.3%.

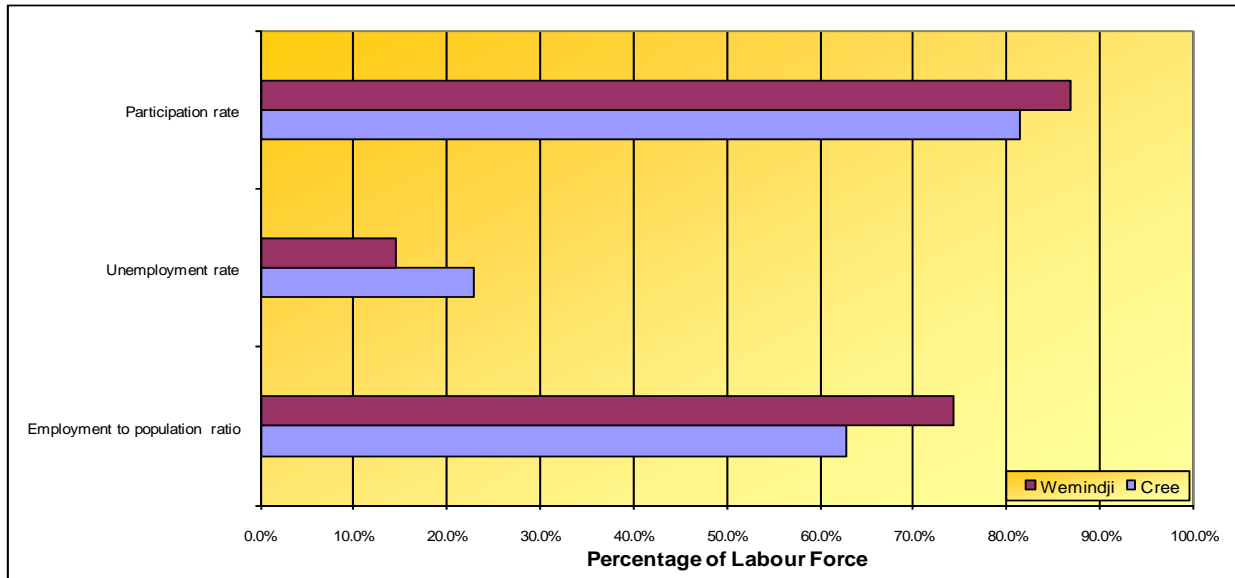
The Wemindji labour force employment to population ratio was higher than the employment to population ratio for the Cree labour force and was higher across all of the major age groups. The employment to population ratios by gender show that both the male and female employment to population ratios were lower across all of the major age groups.

Figure 5.2.1 shows the participation and unemployment rates and the employment to population ratios of the 15-64 years of age groups, Figure 5.2.2 shows the participation and unemployment

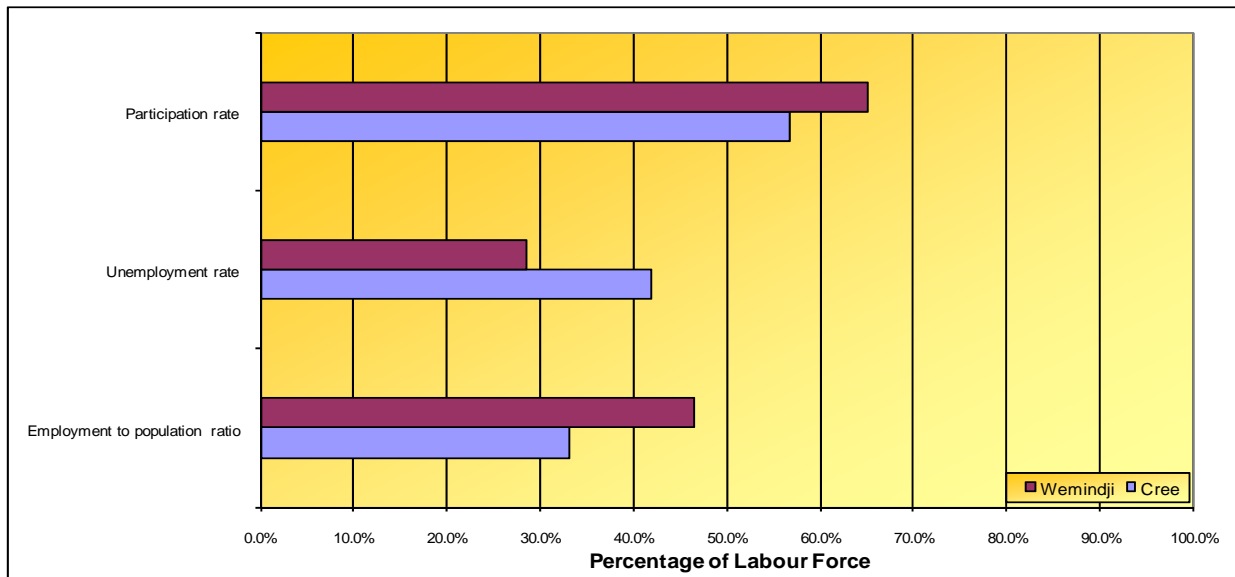


rates and the employment to population ratios of the 15-24 years of age groups and Figure 5.2.3 shows the participation and unemployment rates and the employment to population ratios of the 25-64 years of age groups, graphically.

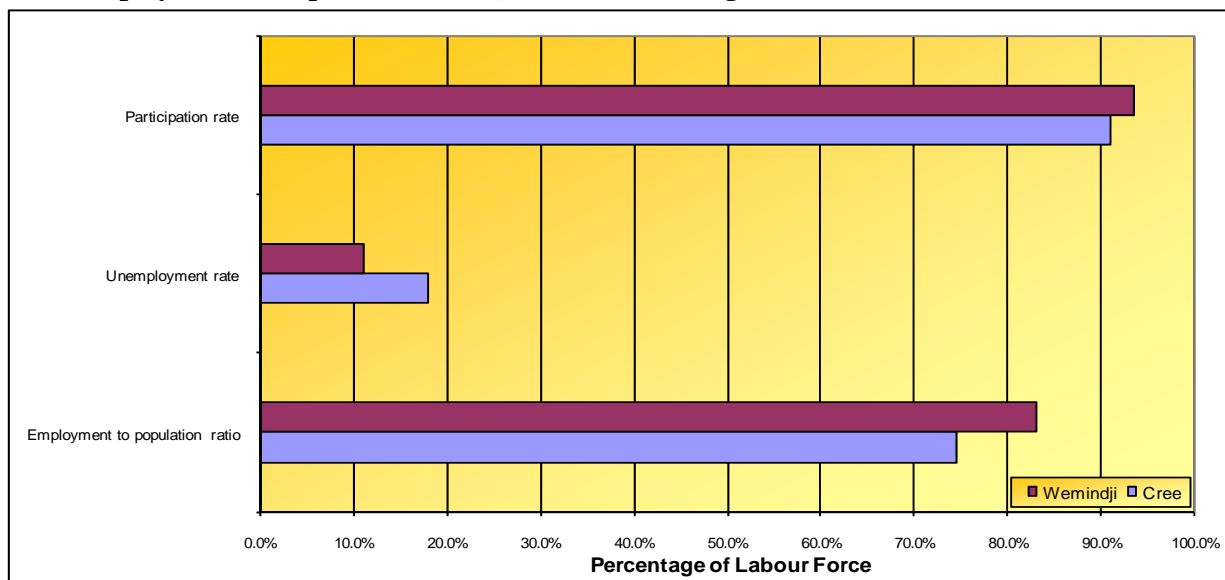
**Figure 5.2.1**  
**Wemindji and Cree Labour Force: Participation and Unemployment Rates**  
**and Employment to Population Ratios, 15-64 Years of Age (2008 CLMS)**



**Figure 5.2.2**  
**Wemindji and Cree Labour Force: Participation and Unemployment Rates**  
**and Employment to Population Ratios, 15-24 Years of Age (2008 CLMS)**



**Figure 5.2.3**  
**Wemindji and Cree Labour Force: Participation and Unemployment Rates**  
**and Employment to Population Ratios, 25-64 Years of Age (2008 CLMS)**



Overall, the Wemindji labour force participation and unemployment rates were high across all of the major age groups with the 15-24 years of age group showing slightly lower participation rates and a slightly higher unemployment rate and the 45-64 years of age group showing a lower unemployment rate. The employment to population ratios were high across all of the major age groups with the 15-24 years of age group showing a lower employment to population ratio.

The high participation and unemployment rates that characterized the Wemindji labour market indicate that the Wemindji labour market has only been able to absorb a small percentage of the existing labour force and the high employment to population ratio indicates that the Wemindji labour market has been able to utilize a high percentage of the existing labour force pool, in spite of the fact that there were a high number of individuals entering the Wemindji labour market that were not being equally offset by the number of individuals leaving the Wemindji labour market. There were more young individuals entering the Wemindji labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 2.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated to be approximately 2.0% per year, is not likely improve the performance of, and could pose a seriously strain on the labour force absorption capacity of the Wemindji labour market. This phenomenon, given the relatively young population and the high population growth rate, can be expected to continue throughout the coming decade(s).

The Cree labour force participation and unemployment rates were high across all the major age groups and the employment to population ratios were low across all of the major age groups with the 15-24 years of age group showing a lower participation rate, a higher unemployment rate and the 15-64 and 15-24 years of age groups showing lower employment to population ratios.

The high participation and unemployment rates that characterized the Cree labour market indicate that the Cree labour market has only been able to absorb a small percentage of its existing labour force and the low employment to population ratio indicates that the Cree labour market has only been able to utilize a low percentage of its existing labour force pool. The data clearly shows that there were a high number of individuals entering the Cree labour market that were not being equally offset by the number of individuals leaving the Cree labour market. There were more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. This fact, combined with the high potential labour force growth rate, estimated at approximately 2.4% per year, is not likely improve the performance of, and could pose a seriously strain on the labour force absorption capacity of the Cree labour market. This phenomenon, given the relatively young Cree population and the high population growth rate, can be expected to continue throughout the coming decade(s).

### **5.3 Wemindji Labour Force: Industry Classification**

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the identification of the industry where the individual found employment so that it could be classified according to the three main industry sectors as well as to the twenty-one industry classifications of the 2001 North American Industry Classification System (NAICS).

The three main industry sectors are; the primary industries, which includes agriculture, forestry, mining , hunting and fishing and other resource based industries; the secondary industries, which includes manufacturing, construction, transportation and storage and communication industries; and the tertiary industries, which includes wholesale and retail trades, finance, insurance, real estate, business services, government, accommodation, food, and beverage and other service industries. Table 5.3.1 shows the main industry sectors where the Wemindji and the Cree employed labour force found employment.

**Table 5.3.1  
Wemindji and Cree Labour Force: Industry Sector (2008 CLMS)**

Labour Force (15-64 years of age) Industry	Wemindji	Cree
Primary	25.6%	23.8%
Secondary	12.0%	10.3%
Tertiary	62.4%	65.9%

The secondary and tertiary industries account for 74.4% of all the jobs for the Wemindji employed labour force; 25.6% found employment in the primary industry, 12.0% in the secondary industry and 62.4% in the tertiary industry. Alternatively, for every 100 jobs created; 62 were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 12 were created in the secondary industry by the construction and transportation related activities, and 26 were created in the primary industry by

forestry, fishing and hunting and mining activities. The secondary and tertiary industry account for 89.7% of all the jobs for the Cree employed labour force, 23.8% found employment in the primary industry, 10.3% in the secondary industry and 65.9% in the tertiary industry. Alternatively, for every 100 jobs created; approximately 66 jobs were created in the tertiary industry by the public or by the para-public administration and by the private service-related activities, 10 jobs were created in the secondary industry by the construction and transportation related activities and 24 jobs were created in the primary industry by the agriculture, forestry, fishing and hunting and mining activities. This data takes hunting and trapping into account, since this activity was practiced by approximately 23.4% of the Wemindji employed labour force (22.0% for the Cree employed labour force). Table 5.3.2 shows the main industry classifications where the Wemindji and the Cree employed labour force found employment.

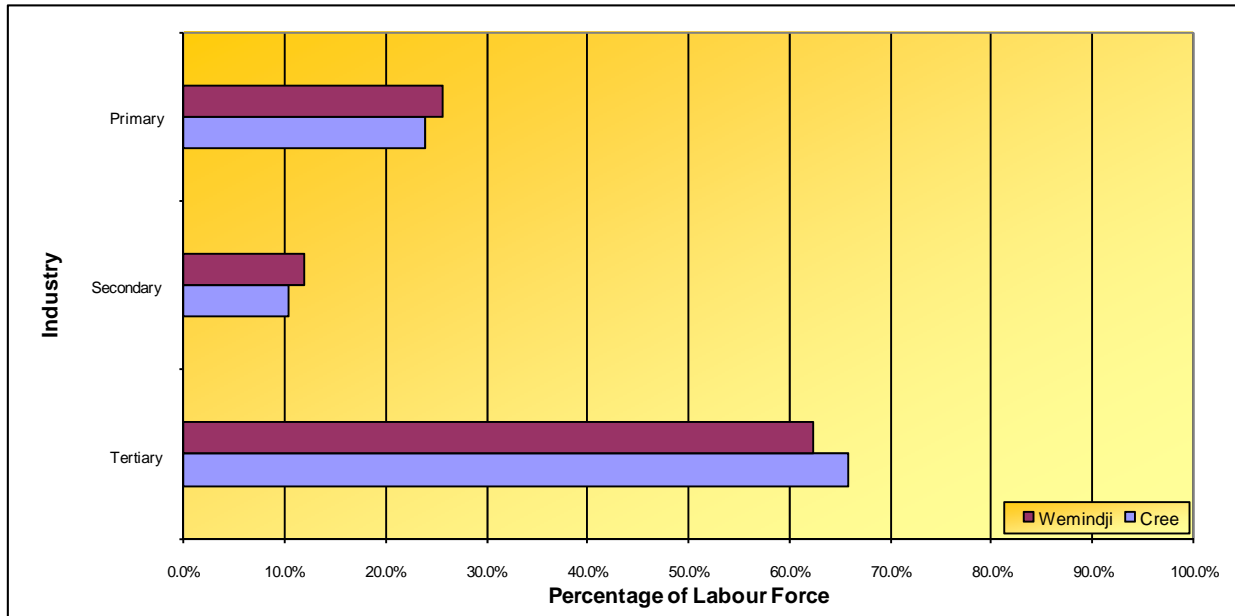
**Table 5.3.2  
Wemindji and Cree Labour Force: Industry Classification (2008 CLMS)**

Labour Force (15-64 years of age) Industry	Wemindji	Cree
Agriculture, forestry, fishing and hunting	23.4%	22.0%
Mining and oil and gas extraction	0.8%	0.4%
Manufacturing	0.0%	0.0%
Construction industries	10.5%	8.7%
Transportation and storage industries	0.8%	0.9%
Communications and other utility industries	0.8%	0.1%
Wholesale and retail trade industries	3.2%	4.7%
Information and cultural industries	1.6%	0.4%
Finance, insurance, real estate industries	0.0%	1.0%
Professional, scientific and technical services	0.0%	0.1%
Management of companies and enterprises	6.5%	1.9%
Business and services industries	0.0%	0.0%
Administrative and support, waste management and remedial services	0.0%	0.0%
Government services industries	0.0%	0.0%
Educational services industries	16.9%	15.8%
Health and social services industries	7.3%	11.7%
Arts,entertainment and recreation	0.0%	1.3%
Accommodation, food and beverage industries	4.0%	3.3%
Other service industries (except public administration)	0.0%	0.4%
Public administration	19.4%	21.2%
Industry not elsewhere classified	4.8%	6.3%

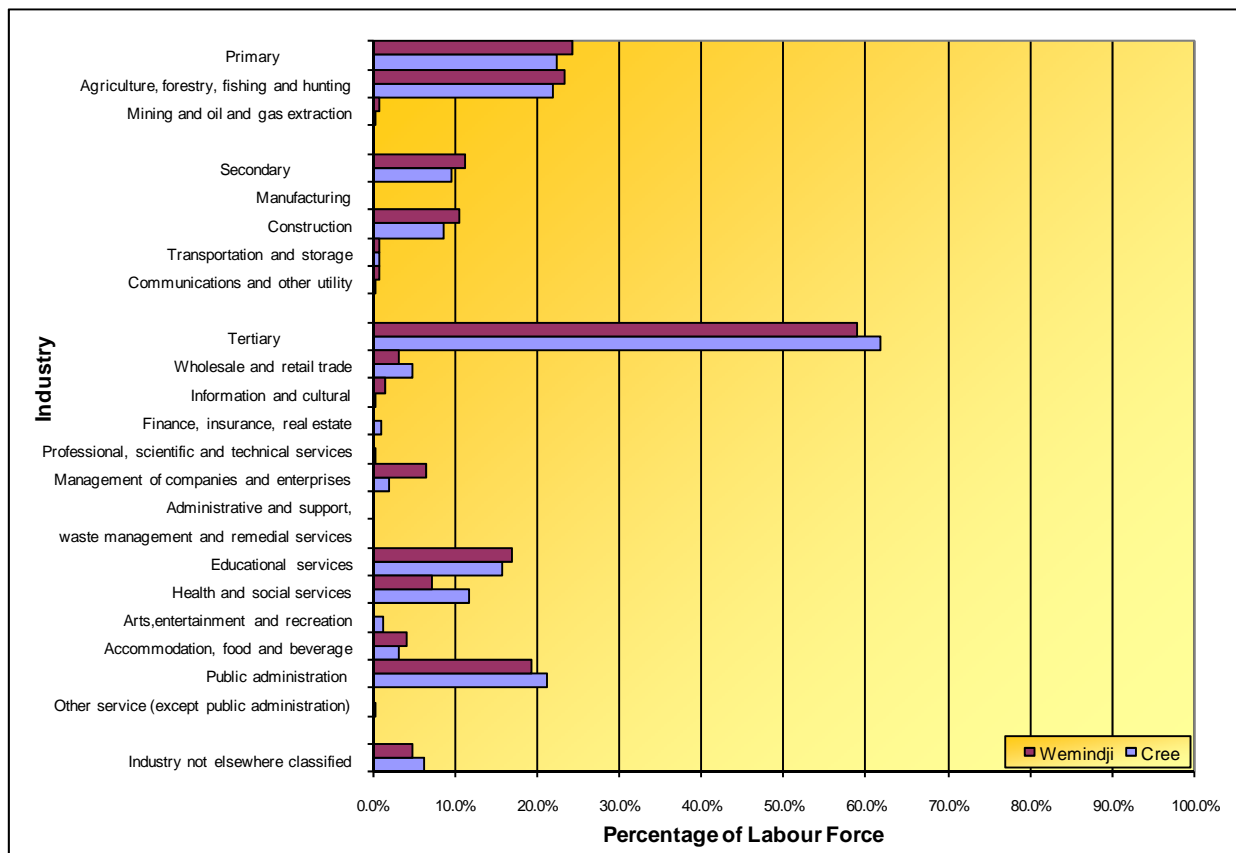
Six major industry classifications account for 84.0% of the Wemindji employed labour force; 23.4% found employment in the agriculture forestry, fishing and hunting, 19.4% found employment in the public administration, 16.9% found employment in the educational services, 10.5% found employment in the construction, 7.3% found employment in the health and social services and 6.5% found employment in the management of companies and enterprises industries. The same six major industry classifications account for 81.3% of the Cree employed labour force; 22.0% found employment in the agriculture, forestry, fishing and hunting, 21.2% found employment in the public administration, 15.8% found employment in the educational services, 8.7% found employment in the construction, 11.7% found employment in the health and social services and 1.9% found employment in the management of companies and enterprises industries.

Figure 5.3.1 shows the main industry sectors where the Wemindji and the Cree employed labour force found employment and Figure 6.3.2 shows the main industry classifications where the Wemindji and the Cree employed labour force found employment, graphically.

**Figure 5.3.1**  
**Wemindji and Cree Labour Force: Industry Sector (2008 CLMS)**



**Figure 5.3.2**  
**Wemindji Labour Force: Industry Classification (2008 CLMS)**



Overall, the data shows very little variation in the industry distribution of the Wemindji and Cree employed labour force. A higher percentage of the Wemindji employed labour force found employment in four of the six major industry classifications; the agriculture, forestry, fishing and hunting, the educational services, the construction and the management of companies and enterprises industries; and a higher percentage of the Cree employed labour force found employment in two of the six major industry classifications; the public administration and the health and the social services industries. The data does clearly show a prevalent imbalance in the distribution, where the majority find employment in the tertiary industries and very few find employment in the primary and secondary industries.

## 5.4 Wemindji Labour Force: Occupation Classification

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the occupation of the individual to be identified so that it could be classified according to the eleven standardized 2001 National Occupational Classification Codes (NOC). Table 5.4.1 shows the main occupation classification of the Wemindji and the Cree employed labour force.

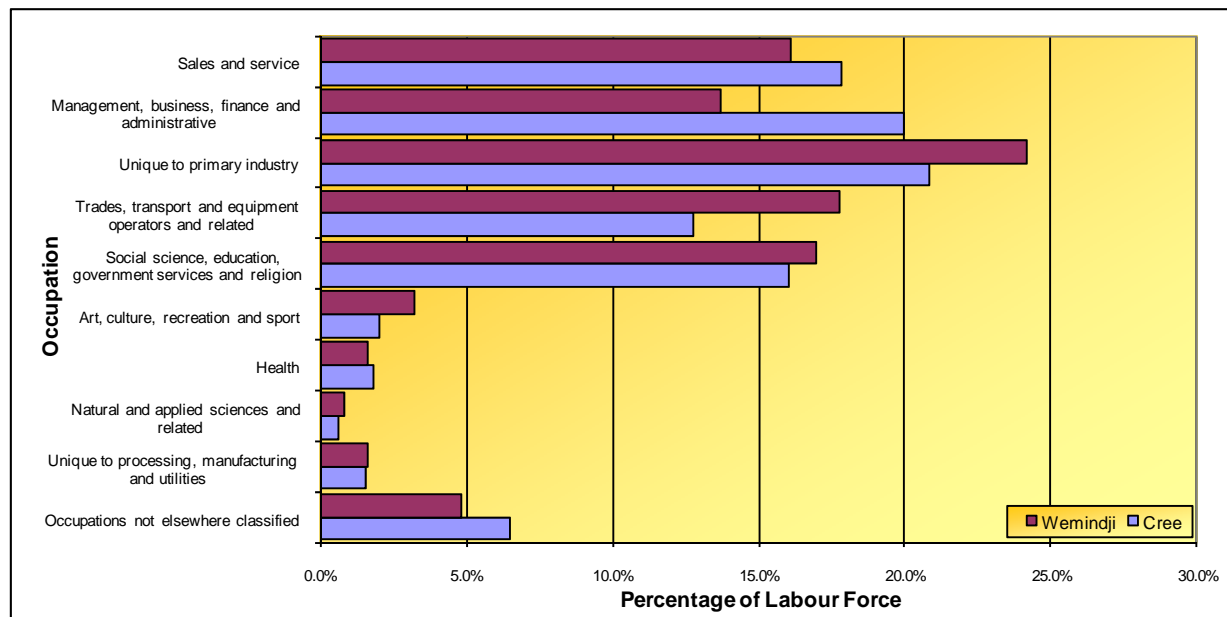
**Table 5.4.1**  
**Wemindji and Cree Labour Force: Occupation Classification (2008 CLMS)**

Labour Force (15-64 years of age) Occupation	Wemindji	Cree
Management, business, finance and administrative occupations	13.7%	19.9%
Natural and applied sciences and related occupations	0.8%	0.6%
Health occupations	1.6%	1.8%
Occupations in social science, education, government services and religion	16.9%	16.0%
Art, culture, recreation and sport occupations	3.2%	2.0%
Sales and service occupations	16.1%	17.9%
Trades, transport and equipment operators and related occupations	17.7%	12.8%
Occupations unique to primary industry	24.2%	20.9%
Occupations unique to processing manufacturing and utilities	1.6%	1.5%
Occupations not elsewhere classified	4.8%	6.5%

Five of the largest occupational groups account for 88.6% of the Wemindji employed labour force; 24.2% found employment in the primary, 17.7% found employment in the trades, transport and equipment operators and related, 16.9% found employment in the social science, education, government services and religion, 16.1% found employment in the sales and services and 13.7% found employment in the management, business, finance and administrative occupations. The same five of the largest occupational groups account for 87.5% of the Cree employed labour force: 20.9% found employment in the primary, 12.8% found employment in the trades, transport and equipment operators and related, 16.0% found employment in the social science, education, government services and religion, 17.9% found employment in the sales and services occupations and 19.9% found employment in the management, business, finance and administrative occupations.

Figure 5.4.1 shows the main occupation classifications of the Wemindji and the Cree employed labour force, graphically.

**Figure 5.4.1**  
**Wemindji and Cree Labour Force: Occupation Classification (2008 CLMS)**



Overall, the data shows very little variation in the occupation distribution of the Wemindji and the Cree employed labour force. A higher percentage of the Wemindji employed labour force found employment in three of the five largest occupational groups; the primary, the trades transport and equipment operators and related and the social science, education, government services and religion occupations; and a higher percentage of the Cree employed labour force found employment in two of the five largest occupational groups; the sales and services and the management, business, finance and administrative occupations.

### 5.5 Wemindji Labour Force: Employment Status

Individuals, 15-64 years of age, were asked to provide information on their current/previous employment. This allowed for the employment status of the individual to be determined so that it could be classified according to the standard employment status classifications. Table 5.5.1 shows the employment status of the employed Wemindji and the Cree labour force.



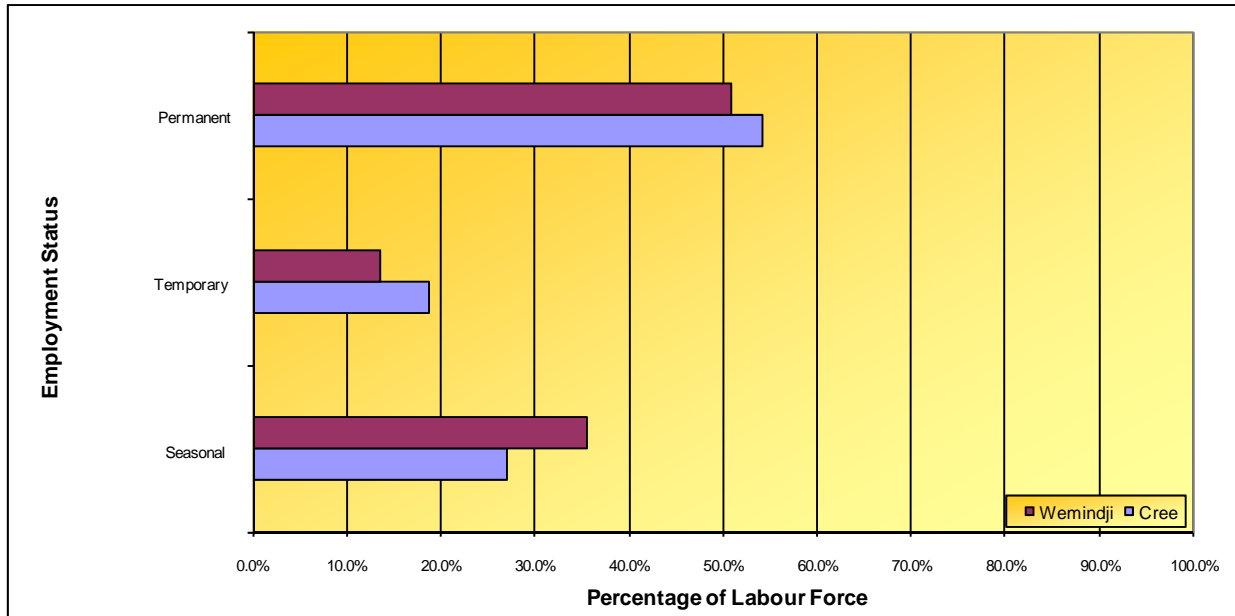
**Table 5.5.1**  
**Wemindji and Cree Labour Force: Employment Status (2008 CLMS)**

Labour Force (15-64 years of age) Employment Status	Wemindji	Cree
<b>Permanent</b>	<b>50.8%</b>	<b>54.2%</b>
Full-time	85.0%	93.4%
Part-time	15.0%	6.6%
<b>Temporary</b>	<b>13.6%</b>	<b>18.8%</b>
Full-time	87.5%	83.6%
Part-time	6.3%	16.4%
<b>Seasonal</b>	<b>35.6%</b>	<b>27.0%</b>
Full-time	100.0%	99.3%
Part-time	0.0%	0.7%

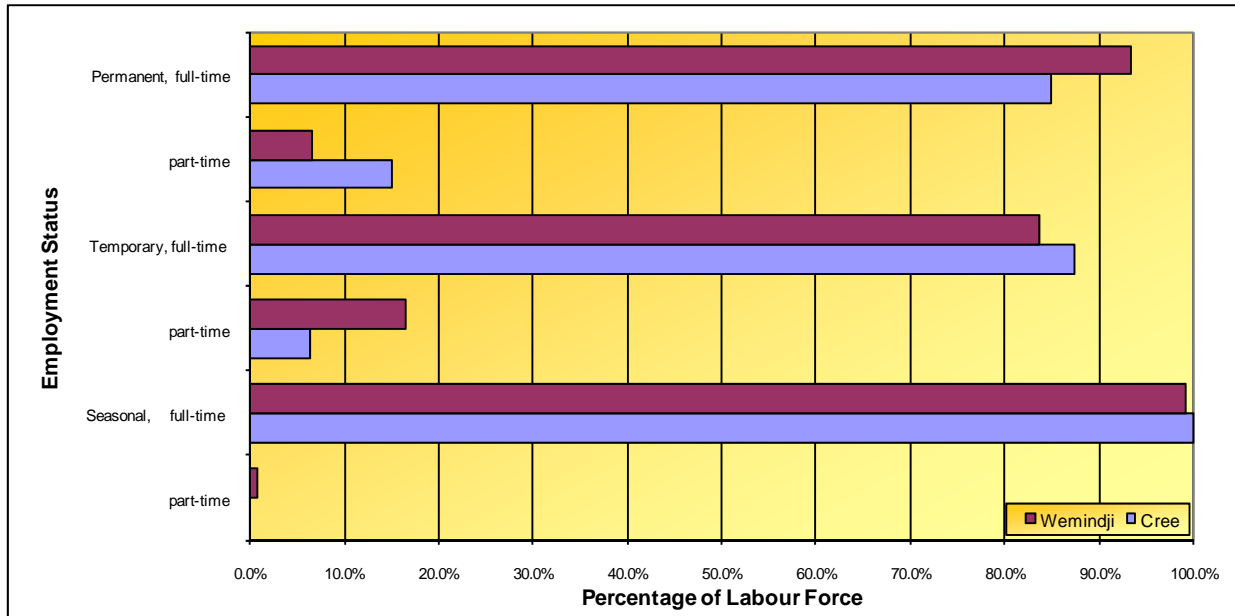
The majority of all positions reported by the Wemindji employed labour force were permanent and full-time positions; 50.8% were employed on a permanent basis (85.0% full-time and 15.0% part-time), 13.6% on a temporary basis (87.5% full-time and 12.5% part-time) and 35.6% on a seasonal basis (100.0% full-time and 0.0% part-time). The majority of all positions reported by the Cree employed labour force were also permanent and full-time positions; 54.2% were employed on a permanent basis (93.4% full-time and 6.6% part-time), 18.8% on a temporary basis (83.6% full-time and 16.4% part-time) and 27.0% on a seasonal basis (99.3% full-time and 0.7% part-time).

Figure 5.5.1 shows the permanent, temporary, and seasonal employment status of the Wemindji and the Cree employed labour force and Figure 6.5.2 show the permanent, temporary, seasonal, full-time and part-time employment status of the Wemindji and the Cree employed labour force, graphically.

**Figure 5.5.1**  
**Wemindji and Cree Labour Force:**  
**Permanent, Temporary and Seasonal Employment Status (2008 CLMS)**



**Figure 5.5.2**  
**Wemindji and Cree Labour Force:**  
**Permanent, Temporary, Seasonal, Full-time and Part-time Employment Status (2008 CLMS)**



Overall, the majority of all positions reported by the Wemindji employed labour force were permanent and full-time positions; 50.8% were permanent positions and 91.5% of all the positions reported, regardless of their permanent, temporary and seasonal status, were full-time positions (8.5% were part-time positions); and the majority of all positions reported by the Cree employed labour force were also permanent and full-time positions; 54.2% were permanent positions and 93.1% of all the positions reported, regardless of their permanent, temporary and seasonal status were full-time positions (6.9% were part-time positions).



Part II - Community Level Perspective

I - Whapmagoostui First Nation

Statistical Profile

from the

2008

Cree Labour Market Survey

**Part II – Community Level Perspective**  
**I - Whapmagoostui First Nation**

**TABLE OF CONTENTS**

	Page
Table of Contents	i
List of Tables	ii
List of Figures	iii
Executive Summary	v
<b>1.0 Whapmagoostui Labour Force Dynamics</b>	<b>1</b>
1.1 Introduction	1
1.2 Whapmagoostui Labour Force	1
<b>2.0 Whapmagoostui Labour Force: Potential Size</b>	<b>5</b>
2.1 Introduction	5
2.2 Potential Size	5
2.3 Estimated New Job Requirements	6

**LIST OF TABLES**

	Page
Table 2.2.1 Whapmagoostui and Cree Labour Force: Potential Size (2008 CLMS)	5
Table 2.3.1 Whapmagoostui and Cree Labour Force: Estimated New Job Requirements (2008 CLMS)	6

## **LIST OF FIGURES**

	Page
Figure 1.2.1 Cree Labour Force by Community (2008 CLMS)	1
Figure 1.2.2 Whapmagoostui and Cree Labour Force: Age Structure (2008 CLMS)	2
Figure 1.2.3 Cree Labour Force: Age/Gender (2008 CLMS)	2
Figure 1.2.4 Whapmagoostui Labour Force: Age/Gender (2008 CLMS)	3

## **Executive Summary**

### **Labour Force Dynamics: Whapmagoostui Labour Force, Potential Size and Estimated New Job Requirements**

#### **Whapmagoostui Labour Force**

As of March 31, 2008, the Whapmagoostui labour force consisted of 510 individuals accounting for 5.5% of the Cree labour force and is expected to increase at a rate of approximately 3.7% per year, over the 2008-2013 period.

The Whapmagoostui labour force is characterized by a youthful demographic structure, where:

- 33.3% is between 15-24 years of age;
- 46.1 % is between 25-44 years of age; and
- 20.6 % is between 45-64 years of age.

This distribution is a direct result of the phenomenally high population growth experienced over the past decade(s). In essence, the youthful demographic structure of the Whapmagoostui population has translated into a young and rapidly expanding labour force.

#### **Potential Size and Estimated New Job Requirements**

Projections on the potential size and new job requirements estimate that the Whapmagoostui labour force:

- will increase to 490 by 2013, an 18.1% increase of approximately 3.6% per year;
- will require the creation of approximately 190 new jobs (38 new jobs per year) to attain full employment levels by 2013; and
- will require the creation of approximately 55 new jobs (11 new jobs per year) to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period.

The exceptionally high number of new job requirements to attain full employment levels or to maintain the 2008 employment levels in 2013 or to just prevent the employment levels from deteriorating over the 2008-2013 period are a direct result of the youthful demographic structure of the Whapmagoostui population.



## 1.0 Whapmagoostui Labour Force Dynamics

### 1.1 Introduction

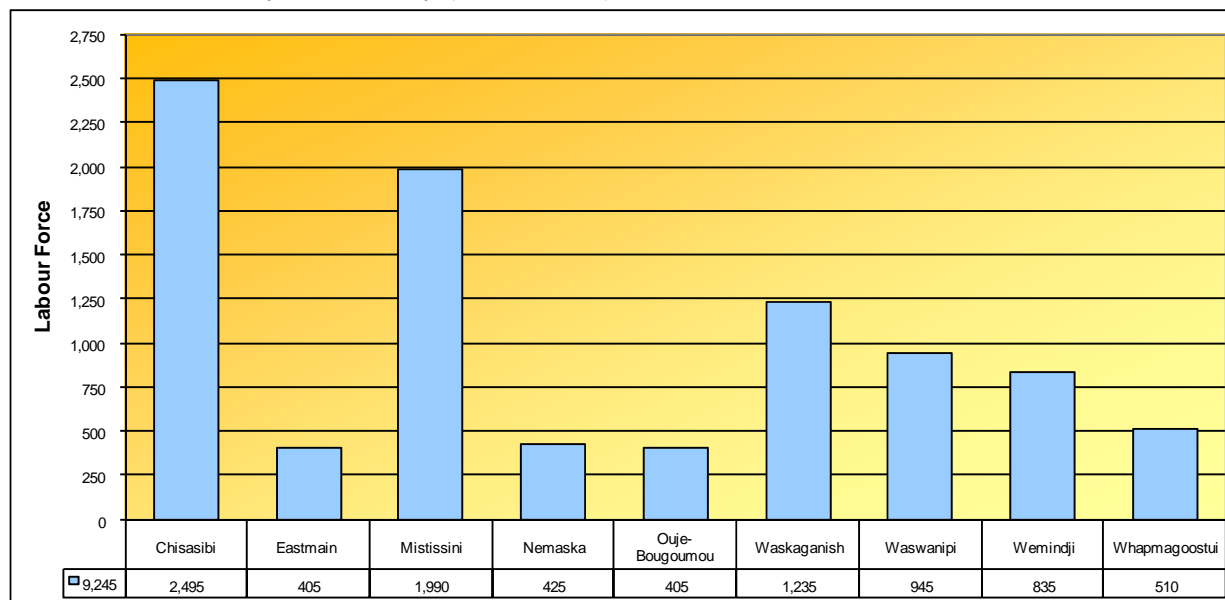
This section provides an analysis of the Whapmagoostui labour force. It examines its size and age/gender distribution in comparison with the Cree labour force.

### 1.2 Whapmagoostui Labour Force

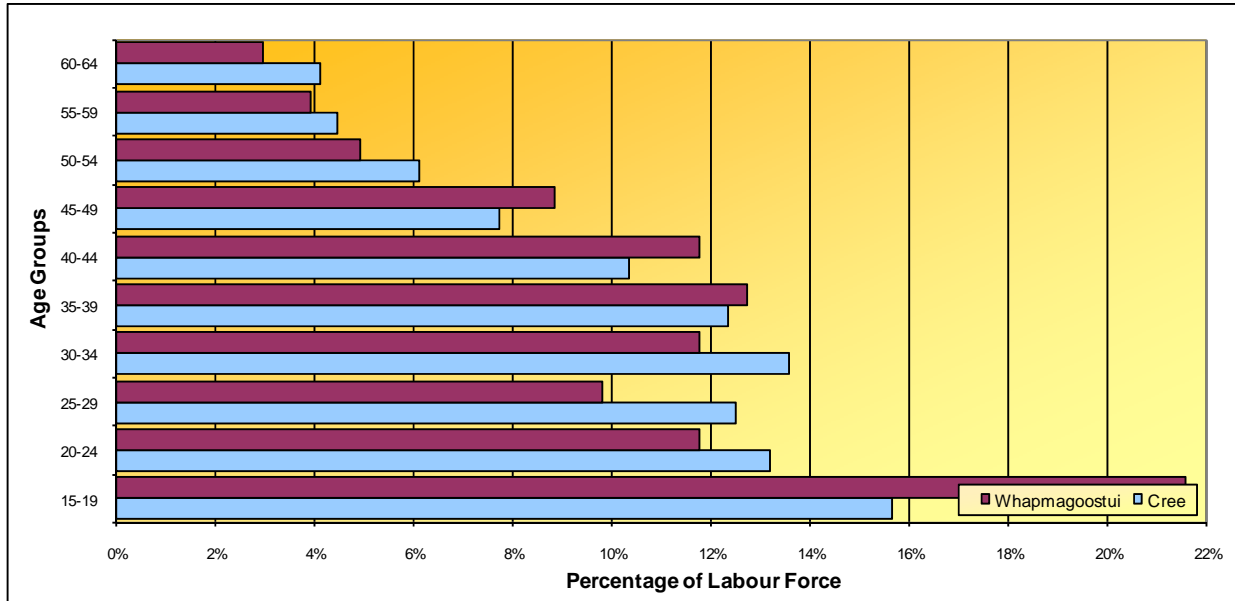
As of March 31, 2008, the Whapmagoostui labour force consisted of 510 individuals accounting for 5.5% of the Cree labour force and based on the basic analysis of emerging demographic trends is expected to increase at a rate of approximately 3.7% per year over the 2008-2013 period, a growth rate that is higher than the expected growth rate for Cree labour force of approximately 2.6% per year.

Figure 1.2.1 shows the Whapmagoostui labour force in comparison with the other Cree communities. Figure 1.2.2 shows the Whapmagoostui and the Cree labour force age distribution, Figure 1.2.3 shows the Cree labour force age/gender distribution and Figure 1.2.4 shows the Whapmagoostui labour force age/gender distribution.

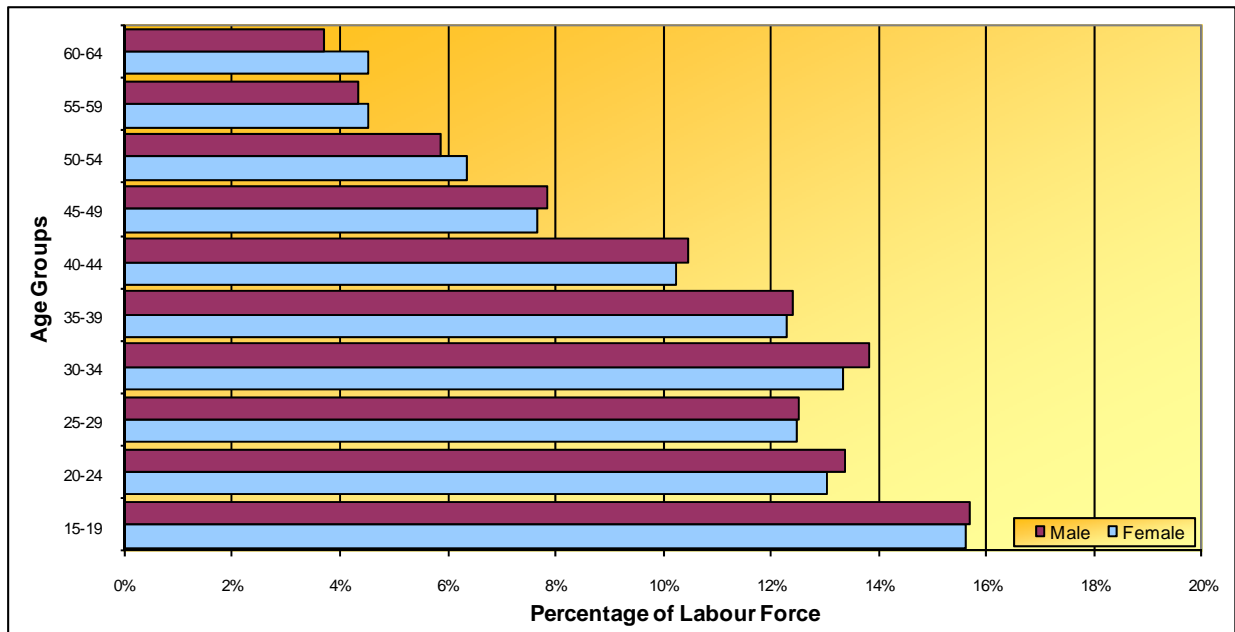
**Figure 1.2.1**  
Cree Labour Force by Community (2008 CLMS)



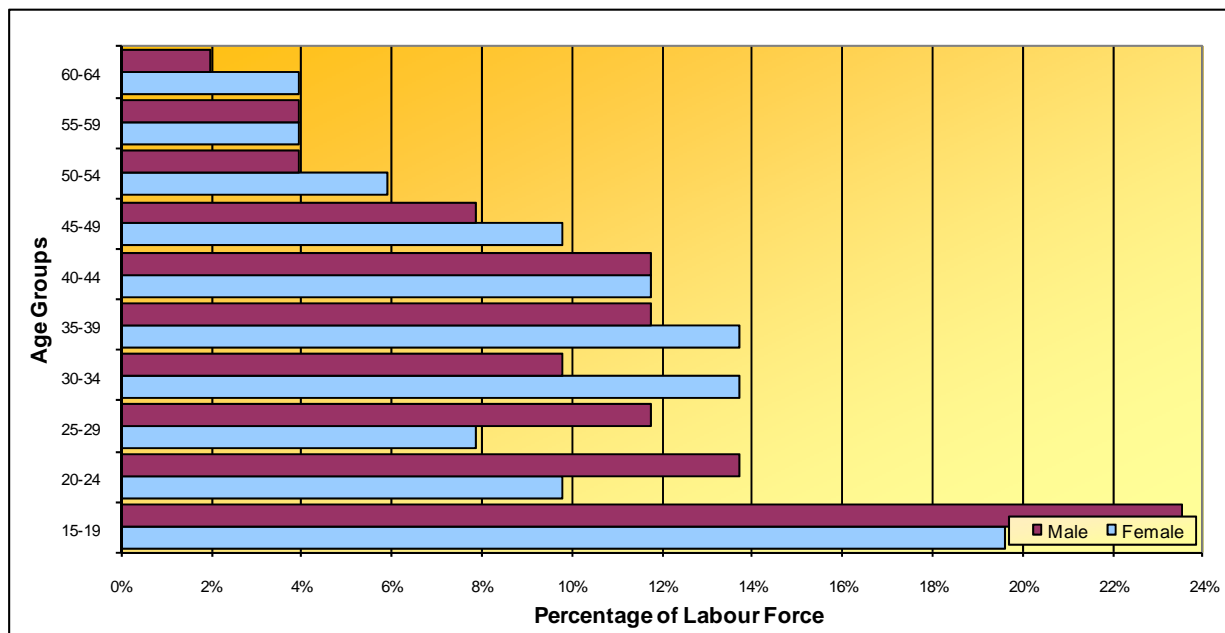
**Figure 1.2.2**  
Whapmagoostui and Cree Labour Force: Age Structure (2008 CLMS)



**Figure 1.2.3**  
Cree Labour Force by Age/Gender (2008 CLMS)



**Figure 1.2.4**  
**Whapmagoostui Labour Force by Age/Gender (2008 CLMS)**



The Whapmagoostui labour force age distribution, as with the Cree labour force, shows a youthful demographic structure, where a greater number of the labour force is distributed near the bottom and decreasing numbers moving towards the top. The youthful demographic structure is clearly evident in the age/gender distribution; 33.3% is between 15-24 years of age (37.3% for males and 29.4% for females), 46.1% is between 25-44 years of age (45.1% for males and 47.1% for females) and 20.6% is between 45-64 years of age (17.6% for males and 23.5% for females). The Cree labour force age/gender distribution also shows this youthful demographic structure; 28.8% is between 15-24 years of age (29.0% for males and 28.5% for females), 48.8% is between 25-44 years of age (49.2% for males and 48.4% for females) and 22.4% is between 45-64 years of age (21.8% for males and 23.1% for females).

A similar analysis that compares the labour force age group percentage distribution of the Whapmagoostui labour force as a percentage of the Cree labour force also shows this youthful demographic structure; the 15-24 years of age group population represents 1.8% of the Cree 15-24 years of age group (2.1% for males and 1.6% for females), the 25-44 years of age group represents 2.5% of the Cree 25-44 years of age group (2.5% for males and 2.6% for females) and the 45-64 years of age group represents 1.1% of the Cree 45-64 years of age group (1.0% for the males and 1.3% for females).

As with the Cree labour force, this youthful demographic structure can be expected to continue into the next decade. In essence, the youthful demographic structure of the Whapmagoostui population has translated into a young and rapidly expanding labour force: a direct result of the high population growth rate that, as with the Cree population, has been brought about by a combination of factors such as; high fertility rates, an increase in the number of females entering their fertility years (15-49 years of age), low infant mortality rates and improved health care

services which bring about increases in the life expectancy at birth and at 65 years of age.<sup>1</sup> A combination of factors that guarantees a sustained population growth that eventually translates into a young and rapidly expanding labour force.

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<sup>1</sup> These factors were discussed in detail in the “Nine Cree Communities of Eeyou Istchee, Statistical Profile from the 2003 Cree labour Market Survey, March 2005, Part I, Section 2.2, p.7.

## 2.0 Whapmagoostui Labour Force: Potential Size

### 2.1 Introduction

This section provides an analysis of the potential size of the Whapmagoostui labour force and the corresponding estimated number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 in comparison with the Cree labour force.

It should be noted that these estimates do not include the effects of in/out migration or the late registration of births and deaths. These estimates are not predictions but rather they are attempts to establish plausible scenarios, based on the basic analysis of emerging demographic trends and given the fact that any projections of the potential size of the labour force that are based on past estimates become less and less reliable as the time frame is extended, the estimates derived here are limited to the 2008-2013 period.

### 2.2 Whapmagoostui Labour Force: Potential Size

As with any population, the age structure determines the growth pattern of the labour force. A population that is, as with the Cree population, characterized by a youthful demographic structure ensures a high number of new labour market entrants over the 2008-2013 period.

The estimated potential size of the Whapmagoostui and the Cree labour force uses basic projection analysis, the 2008 male and female participation rates of the Whapmagoostui and the Cree labour force and an assumed 0.0% participation rates for those individuals who will be leaving the Whapmagoostui and the Cree labour markets. Incorporating the actual male and female participation rates in the estimation, and assuming a 0.0% participation rate for those individuals who will be leaving the Whapmagoostui and the Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants in the Whapmagoostui and the Cree labour markets so that the potential size of the Whapmagoostui and the Cree labour force can be estimated, given the population data. Table 2.2.1 shows the resulting estimates of the potential size of the Whapmagoostui and the Cree labour force for the 2008-2013 period.

**Table 2.2.1  
Whapmagoostui Labour Force: Potential Size (2008 CLMS)**

Labour Force (15-64 years of age)	Whapmagoostui	Cree
<b>2008 Labour Force</b>	<b>415</b>	<b>7,525</b>
Male	220	3,935
Female	195	3,585
<b>2009-2013 Entrants</b>	<b>75</b>	<b>920</b>
Male	45	530
Female	30	390
<b>2013 Labour Force</b>	<b>490</b>	<b>8,445</b>
Male	260	4,470
Female	230	3,975

Based on these estimates, the Whapmagoostui labour force will have increased to 490 by 2013, an 18.1% increase of approximately 3.6% per year. The Cree labour force will have increased to 8,445 by 2013, a 12.2% increase of approximately 2.4% per year.

### **2.3 Whapmagoostui Labour Force: Estimated New Job Requirements**

As with any population, the age structure of the population determines the growth pattern of the labour force and when combined with the male and female participation and unemployment rates of the labour force, determines the growth pattern of the new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013. With a population that is characterized by a youthful demographic structure and a labour market that is characterized by high participation and unemployment rates: a high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 can be expected with absolute certainty.

The estimates on the total number of new jobs requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Whapmagoostui and Cree labour force uses basic projection analysis, the actual 2008 male and female participation and unemployment rates of the Whapmagoostui and the Cree labour force and an assumed 0.0% participation rate for those individuals who will be leaving the Whapmagoostui and the Cree labour markets. Incorporating the actual male and female participation rates in the estimation and assuming a 0.0% participation rate for those individuals who will be leaving the Whapmagoostui and the Cree labour markets will allow for the estimation of the total number of individuals who will become/remain active participants and the total number of individuals who will be unemployed in the Whapmagoostui and the Cree labour markets and, hence, allow for the estimation of the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013, given the population data. Table 2.3.1 shows the resulting estimates on the total number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013 for the Whapmagoostui and the Cree labour force.

**Table 2.3.1**

**Whapmagoostui Labour Force: Estimated New Job Requirements (2008 CLMS)**

Number of new job requirements in 2013	Whapmagoostui	Cree
to <u>attain</u> full employment levels	190	2,650
to <u>maintain</u> 2008 employment levels	55	700

Based on these estimates, the labour force will have increased to 490 by 2013 and in order to attain full employment levels in 2013, an estimated 190 new jobs would be required (38 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 55 new jobs would be required (11 new jobs per year). The high population growth experienced over the past decade(s) has resulted in a large increase in the Whapmagoostui labour force due to the high number of individuals entering the Whapmagoostui labour market that are not being equally

offset by the number of individuals leaving the Whapmagoostui labour market. The data clearly shows that there are and will be more young individuals entering the Whapmagoostui labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 4.9 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or just to maintain 2008 employment levels in 2013.

The Cree labour force will have increased to 8,445 by 2013 and in order to attain full employment levels in 2013, an estimated 2,650 new jobs would be required (530 new jobs per year) and in order to maintain the 2008 employment levels in 2013, or to just prevent the employment levels from deteriorating over the 2008-2013 period, an estimated 700 new jobs would be required (140 new jobs per year). As with the Whapmagoostui population, the Cree population has experienced a high population growth over the past decade(s) that has resulted in a large increase in the Cree labour force due to the high number of individuals entering the Cree labour market that are not being equally offset by the number of individuals leaving the Cree labour market. The data clearly shows that there are and will be more young individuals entering the Cree labour market to replace the individuals in the age group nearing retirement. In 2008, there were approximately 3.4 individuals in the 15-24 years of age group for every individual in the 55-64 years of age group. The result is the exceptionally high number of new job requirements to attain full employment levels or to maintain 2008 employment levels in 2013.