



# The First Nations and Inuit in Construction

Statistical Portrait 2022

# The First Nations and Inuit in Construction

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# The First Nations and Inuit in Construction

## Active workforce

- In 2022, the First Nations and Inuit workforce took an important step forward by adding 214 workers and represented a record share of total construction industry employees.

**Table 1 – First Nations and Inuit active workforce**

2012 to 2022, number of workers and total

| Year | First Nations and Inuit | Total   | Share of First Nations and Inuit |
|------|-------------------------|---------|----------------------------------|
| 2012 | 1,155                   | 164,045 | 0.70%                            |
| 2013 | 1,062                   | 161,901 | 0.66%                            |
| 2014 | 970                     | 158,085 | 0.61%                            |
| 2015 | 974                     | 153,587 | 0.63%                            |
| 2016 | 891                     | 154,118 | 0.58%                            |
| 2017 | 937                     | 157,560 | 0.59%                            |
| 2018 | 994                     | 165,702 | 0.60%                            |
| 2019 | 1,198                   | 176,319 | 0.68%                            |
| 2020 | 1,082                   | 178,086 | 0.61%                            |
| 2021 | 1,283                   | 191,067 | 0.67%                            |
| 2022 | 1,497                   | 197,925 | 0.76%                            |

Source: Commission de la Construction du Québec, April 2023.

# The First Nations and Inuit in Construction

## Type of certificate

- Although the vast majority of First Nations and Inuit workers hold a competency certificate, a higher share hold exemptions or still do not have a certificate.

**Table 2 – Proportion of the workforce according to type of certificate**

2022, share of employees

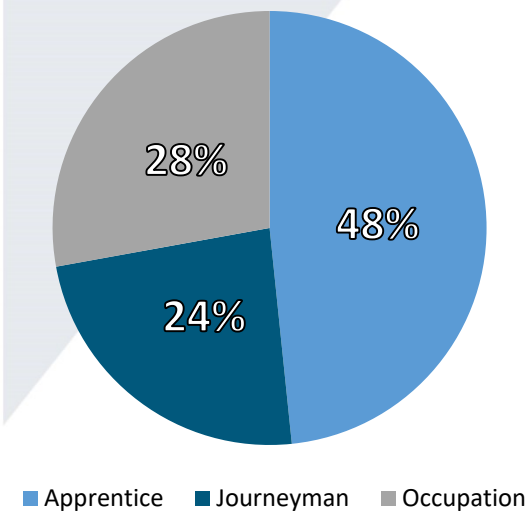
| Type of certificate    | First Nations and Inuit (FNI) | Non-FNI workforce | Share of FNI |
|------------------------|-------------------------------|-------------------|--------------|
| Competency certificate | 85%                           | 94%               | 0.7%         |
| Exemption              | 11%                           | 5%                | 1.7%         |
| No certificate         | 4%                            | 1%                | 3.3%         |
| <b>Total</b>           | <b>100%</b>                   | <b>100%</b>       | <b>0.8%</b>  |

Source: Commission de la Construction du Québec, April 2023.

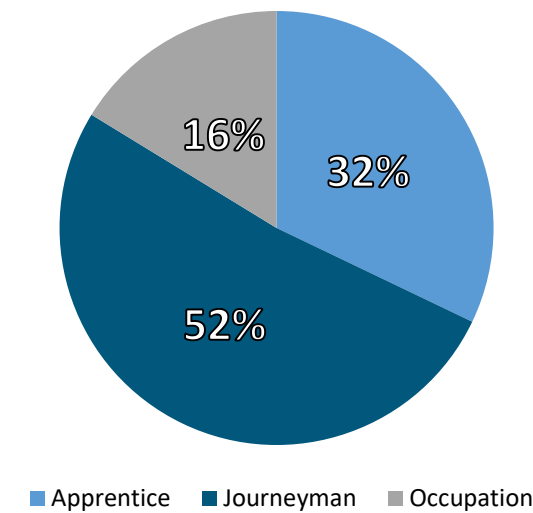
# The First Nations and Inuit in Construction Status

- Among First Nations and Inuit employees, a higher proportion have the status of apprentice or occupation worker.

First Nations and Inuit workforce  
by status in 2022



Distribution by status in 2022 for  
the workforce as a whole



# The First Nations and Inuit in Construction

## Trade and occupation

- The First Nations and Inuit represent a higher share of the workforce in the trades of ironworker, heavy equipment operator, and heavy equipment mechanic and in certain occupations, such as truck driver.

Tableau 3 – First Nations and Inuit employed workers by status according to trade and occupation and share of the total workforce

2022, number of workers

| Trade/occupation           | First Nations and Inuit |            |              | Share of First Nations and Inuit |              |              |
|----------------------------|-------------------------|------------|--------------|----------------------------------|--------------|--------------|
|                            | Apprentice              | Journeyman | Total        | Apprentice                       | Journeyman   | Total        |
| Bricklayer-mason           | 11                      | 5          | 16           | 0.57%                            | 0.15%        | 0.48%        |
| Insulator                  | 4                       | 1          | 5            | 1.11%                            | 0.12%        | 0.62%        |
| Tile setter                | 4                       | 2          | 6            | 0.29%                            | 0.14%        | 0.41%        |
| Carpenter-joiner           | 390                     | 104        | 494          | 1.47%                            | 0.34%        | 1.59%        |
| Boiler maker               | 1                       | 1          | 2            | 1.10%                            | 0.18%        | 0.37%        |
| Cement finisher            | 11                      | 3          | 14           | 0.69%                            | 0.14%        | 0.64%        |
| Roofer                     | 21                      | 2          | 23           | 0.67%                            | 0.06%        | 0.70%        |
| Electrician                | 66                      | 38         | 104          | 0.90%                            | 0.26%        | 0.72%        |
| Tinsmith                   | 10                      | 4          | 14           | 0.50%                            | 0.12%        | 0.41%        |
| Reinforcing steel erector  | 14                      | 6          | 20           | 2.46%                            | 0.40%        | 1.33%        |
| Refrigeration mechanic     | 13                      | 5          | 18           | 0.73%                            | 0.16%        | 0.58%        |
| Crane operator             | 0                       | 6          | 6            | 0.00%                            | 0.37%        | 0.37%        |
| Elevator mechanic          | 3                       | 3          | 6            | 0.65%                            | 0.34%        | 0.68%        |
| Millwright                 | 0                       | 5          | 5            | 0.00%                            | 0.68%        | 0.68%        |
| Heavy equipment mechanic   | 4                       | 2          | 6            | 4.30%                            | 0.61%        | 1.80%        |
| Fire-protection mechanic   | 5                       | 2          | 7            | 0.73%                            | 0.20%        | 0.71%        |
| Ironworker                 | 22                      | 35         | 57           | 2.28%                            | 1.36%        | 2.20%        |
| Erector mechanic glazier   | 5                       | 2          | 7            | 0.41%                            | 0.12%        | 0.42%        |
| Shovel operator            | 27                      | 49         | 76           | 1.66%                            | 0.65%        | 1.01%        |
| Heavy equipment operator   | 57                      | 46         | 103          | 4.42%                            | 0.89%        | 1.96%        |
| Painter                    | 19                      | 12         | 31           | 0.60%                            | 0.32%        | 0.82%        |
| Plasterer                  | 12                      | 6          | 18           | 0.59%                            | 0.29%        | 0.86%        |
| Resilient flooring layer   | 1                       | 0          | 1            | 0.21%                            | 0.00%        | 0.13%        |
| Interior systems installer | 3                       | 1          | 4            | 0.25%                            | 0.05%        | 0.21%        |
| Pipe fitter                | 21                      | 16         | 37           | 0.66%                            | 0.21%        | 0.50%        |
| <b>Trades, total</b>       | <b>724</b>              | <b>356</b> | <b>1,080</b> | <b>1.14%</b>                     | <b>0.35%</b> | <b>0.65%</b> |
| Blaster and driller        |                         |            | 8            |                                  |              | 1.18%        |
| Truck driver               |                         |            | 15           |                                  |              | 2.57%        |
| Store man/clerk            |                         |            | 0            |                                  |              | 0.00%        |
| Line worker                |                         |            | 24           |                                  |              | 0.90%        |
| Labourer                   |                         |            | 294          |                                  |              | 1.20%        |
| Surveyor                   |                         |            | 15           |                                  |              | 1.03%        |
| Welder                     |                         |            | 6            |                                  |              | 0.61%        |
| Other occupations          |                         |            | 55           |                                  |              | 4.59%        |
| <b>Occupations, total</b>  |                         |            | <b>417</b>   |                                  |              | <b>1.30%</b> |
| <b>Total</b>               |                         |            | <b>1,497</b> |                                  |              | <b>0.76%</b> |

Source: Commission de la construction du Québec, April 2023.

# The First Nations and Inuit in Construction

## Distribution of hours worked

- When we compare First Nations and Inuit workers to the workforce as a whole, they record a higher proportion of hours worked in the civil engineering and roads sector.

**Table 4 – Distribution of hours worked by sector according to status**

2022, share of hours worked

| Sector                      | First Nations and Inuit (FNI) |             |             | Non-FNI workforce |             |             |
|-----------------------------|-------------------------------|-------------|-------------|-------------------|-------------|-------------|
|                             | Trades                        | Occupations | Total       | Trades            | Occupations | Total       |
| Civil engineering and roads | 21%                           | 70%         | 32%         | 12%               | 54%         | 18%         |
| Industrial                  | 5%                            | 6%          | 5%          | 5%                | 4%          | 5%          |
| Institutional/commercial    | 47%                           | 20%         | 41%         | 60%               | 34%         | 56%         |
| Residential                 | 27%                           | 4%          | 22%         | 22%               | 8%          | 20%         |
| <b>Total</b>                | <b>100%</b>                   | <b>100%</b> | <b>100%</b> | <b>100%</b>       | <b>100%</b> | <b>100%</b> |

Source: Commission de la construction du Québec, April 2023.

# The First Nations and Inuit in Construction

## Distribution of workers

- When we compare First Nations and Inuit workers to the workforce as a whole, a higher proportion of them work in the civil engineering and roads sector.

**Table 5 – Distribution of workers by sector according to status**

2022, share of workers

| Sector                      | First Nations and Inuit (FNI) |             |             | Non-FNI workforce |             |             |
|-----------------------------|-------------------------------|-------------|-------------|-------------------|-------------|-------------|
|                             | Trades                        | Occupations | Total       | Trades            | Occupations | Total       |
| Civil engineering and roads | 21%                           | 64%         | 33%         | 11%               | 47%         | 17%         |
| Industrial                  | 4%                            | 5%          | 4%          | 5%                | 4%          | 5%          |
| Institutional/commercial    | 46%                           | 25%         | 40%         | 55%               | 37%         | 52%         |
| Residential                 | 29%                           | 6%          | 22%         | 28%               | 12%         | 26%         |
| <b>Total</b>                | <b>100%</b>                   | <b>100%</b> | <b>100%</b> | <b>100%</b>       | <b>100%</b> | <b>100%</b> |

Source: Commission de la construction du Québec, April 2023.



# The First Nations and Inuit in Construction Nation

- The Cree and Innu-Montagnais nations have the most workers active in the industry.

**Table 6 – Number of active First Nations and Inuit workers by status according to nation**

2022, number of employees

| <b>Nation</b>               | <b>Trade</b> | <b>Occupation</b> | <b>Total</b> | <b>Distribution</b> |
|-----------------------------|--------------|-------------------|--------------|---------------------|
| Abenaki                     | 12           | 3                 | <b>15</b>    | 1.0%                |
| Algonquin                   | 28           | 5                 | <b>33</b>    | 2.2%                |
| Attikamek                   | 18           | 22                | <b>40</b>    | 2.7%                |
| Cree                        | 192          | 104               | <b>296</b>   | 19.8%               |
| Huron-Wendat                | 15           | 3                 | <b>18</b>    | 1.2%                |
| Innu-Montagnais             | 178          | 99                | <b>277</b>   | 18.5%               |
| Inuit                       | 57           | 2                 | <b>59</b>    | 3.9%                |
| Malécite                    | 4            | 1                 | <b>5</b>     | 0.3%                |
| Micmac                      | 16           | 10                | <b>26</b>    | 1.7%                |
| Mohawk                      | 52           | 7                 | <b>59</b>    | 3.9%                |
| Naskapi                     | 2            | 0                 | <b>2</b>     | 0.1%                |
| Not identified <sup>1</sup> | 506          | 161               | <b>667</b>   | 44.6%               |
| <b>Total</b>                | <b>1,080</b> | <b>417</b>        | <b>1,497</b> | <b>100.0%</b>       |

1. Represents Aboriginal people who without an identified nation in the CCQ's records.

Source: Commission de la Construction du Québec, April 2023.

# The First Nations and Inuit in Construction

## Region of residence

- Most First Nations and Inuit workers live in the Grand-Montréal, Côte-Nord, and Baie-James regions.
- The workforce living in Baie-James is composed almost entirely of First Nations and Inuit workers.

**Table 7 – Number of active First Nations and Inuit workers by status according to region of residence and share of the total workforce**

2022, number of workers

| Region of residence              | First Nations and Inuit |            |              | Share of First Nations and Inuit |             |             |
|----------------------------------|-------------------------|------------|--------------|----------------------------------|-------------|-------------|
|                                  | Trade                   | Occupation | Total        | Trade                            | Occupation  | Total       |
| Bas-Saint-Laurent–Gaspésie       | 23                      | 15         | 38           | 0.4%                             | 1.4%        | 0.5%        |
| Saguenay–Lac-Saint-Jean          | 114                     | 51         | 165          | 1.6%                             | 3.5%        | 1.9%        |
| Québec                           | 124                     | 24         | 148          | 0.4%                             | 0.5%        | 0.4%        |
| Mauricie–Bois-Francs             | 61                      | 27         | 88           | 0.5%                             | 1.6%        | 0.7%        |
| Estrie                           | 20                      | 5          | 25           | 0.3%                             | 0.5%        | 0.3%        |
| Grand Montréal                   | 275                     | 64         | 339          | 0.3%                             | 0.3%        | 0.3%        |
| Île de Montréal                  | 47                      | 16         | 63           | 0.3%                             | 0.4%        | 0.3%        |
| Montérégie                       | 126                     | 20         | 146          | 0.4%                             | 0.3%        | 0.3%        |
| Laval–Laurentides–Lanaudière     | 102                     | 28         | 130          | 0.2%                             | 0.3%        | 0.3%        |
| Outaouais                        | 32                      | 18         | 50           | 0.5%                             | 1.3%        | 0.6%        |
| Abitibi-Témiscamingue            | 47                      | 16         | 63           | 1.6%                             | 3.7%        | 1.9%        |
| Baie-James                       | 160                     | 86         | 246          | 97.0%                            | 98.9%       | 97.6%       |
| Côte-Nord                        | 222                     | 105        | 327          | 11.0%                            | 15.9%       | 12.2%       |
| <b>Québec, total<sup>1</sup></b> | <b>1,078</b>            | <b>411</b> | <b>1,489</b> | <b>0.7%</b>                      | <b>1.3%</b> | <b>0.8%</b> |

1. Totals for all of Quebec exclude employees whose region of residence is outside the province.

Source: Commission de la Construction du Québec, April 2023.

# The First Nations and Inuit in Construction Remuneration

- The average annual salary of First Nations and Inuit workers is lower than is that of the rest of the workforce in all sectors.
- The average annual salary of First Nations and Inuit journeypersons and apprentices is higher than is that of the rest of the workforce in the residential sector.

**Table 8 – Comparison of remuneration between First Nations and Inuit and the rest of the workforce according to priority sector**

2022, average annual salary in \$

| Priority sector  | Apprentice    | Journeyman    | Occupation    | Total         |
|--|---------------|---------------|---------------|---------------|
| <b>First Nations and Inuit</b>                             |               |               |               |               |
| Civil engineering and roads                                | 33,906        | 61,613        | 39,276        | 43,539        |
| Industrial   | 38,481        | 67,717        | 38,207        | 49,741        |
| Institutional/commercial                                   | 30,195        | 59,412        | 23,495        | 35,694        |
| Residential  | 26,171        | 51,121        | 18,225        | 31,015        |
| <b>Total</b>   | <b>29,610</b> | <b>59,054</b> | <b>33,949</b> | <b>37,821</b> |
| <b>Rest of the workforce</b>                               |               |               |               |               |
| Civil engineering and roads                                | 42,938        | 68,161        | 54,258        | 58,976        |
| Industrial   | 40,057        | 67,592        | 41,614        | 58,615        |
| Institutional/commercial                                   | 33,844        | 65,161        | 35,854        | 51,456        |
| Residential  | 24,138        | 42,976        | 23,014        | 32,870        |
| <b>Total</b>   | <b>31,044</b> | <b>60,558</b> | <b>43,088</b> | <b>48,291</b> |
| <b>Ratio First Nations and Inuit/rest of the workforce</b> |               |               |               |               |
| Civil engineering and roads                                | 79%           | 90%           | 72%           | <b>74%</b>    |
| Industrial   | 96%           | 100%          | 92%           | <b>85%</b>    |
| Institutional/commercial                                   | 89%           | 91%           | 66%           | <b>69%</b>    |
| Residential  | 108%          | 119%          | 79%           | <b>94%</b>    |
| <b>Total</b>   | <b>95%</b>    | <b>98%</b>    | <b>79%</b>    | <b>78%</b>    |

Source: Commission de la construction du Québec, April 2023.

# The First Nations and Inuit in Construction

## Volume of work

- The annual average hours worked is lower for First Nations and Inuit workers than for the rest of the workforce. However, the difference is the smallest since 2013.

**Table 9 – Volume of work and difference**

2012 to 2022, average hours worked

| Year | First Nations and Inuit | Rest of the workforce | Ratio |
|------|-------------------------|-----------------------|-------|
| 2012 | 881                     | 1,010                 | 87.3% |
| 2013 | 802                     | 959                   | 83.6% |
| 2014 | 665                     | 948                   | 70.2% |
| 2015 | 638                     | 917                   | 69.6% |
| 2016 | 662                     | 945                   | 70.0% |
| 2017 | 670                     | 943                   | 71.0% |
| 2018 | 726                     | 985                   | 73.7% |
| 2019 | 722                     | 1,007                 | 71.6% |
| 2020 | 650                     | 913                   | 71.2% |
| 2021 | 761                     | 1,030                 | 73.9% |
| 2022 | 826                     | 1,063                 | 77.7% |

Source: Commission de la Construction du Québec, April 2023.



# The First Nations and Inuit in Construction

Statistical Portrait 2022