

A photograph of two construction workers, a woman and a man, standing on a construction site. They are both wearing hard hats and high-visibility safety vests over dark clothing. The woman is wearing a yellow hard hat and the man is wearing a white one. They are looking at a clipboard held by the man. The background shows a dirt construction area with some concrete foundations and a house under construction in the distance. A large blue and white geometric graphic is overlaid on the left side of the image.

The First Nations and Inuit in Construction

Statistical Portrait 2024

The First Nations and Inuit in Construction

Introduction

This document presents a portrait of the First Nations (11 nations in Québec) and Inuit (FNI) workforce in the construction industry (R-20) in Québec. The group also includes people outside Québec who identify themselves as Métis.

This portrait differs from previous ones, which focused on Indigenous people and people in Québec who identify themselves as Métis. Therefore, compared with previous portraits, the current one covers fewer workers.

The First Nations and Inuit in Construction

Active workers

- In 2024, 770 employees were First Nations and Inuit, representing 0.39% of the total workforce. First Nations and Inuit make up just over 1% of Québec's population.

Table 1 – First Nations and Inuit active workforce and total workforce, and respective proportions of First Nations and Inuit

2014 to 2024, number of workers

Year	First Nations and Inuit	All workers	Proportion of First Nations and Inuit
2014	832	158,085	0.53%
2015	792	153,587	0.52%
2016	687	154,118	0.45%
2017	645	157,560	0.41%
2018	619	165,702	0.37%
2019	717	176,319	0.41%
2020	610	178,086	0.34%
2021	664	191,067	0.35%
2022	811	198,474	0.41%
2023	787	197,746	0.40%
2024	770	197,887	0.39%

Source: Commission de la construction du Québec, May 2025.

The First Nations and Inuit in Construction Nation

- The Cree and Innu-Montagnais nations have the largest workforce in the industry.

Table 2 – Number of active First Nations and Inuit by Nation status

2024, number of employees

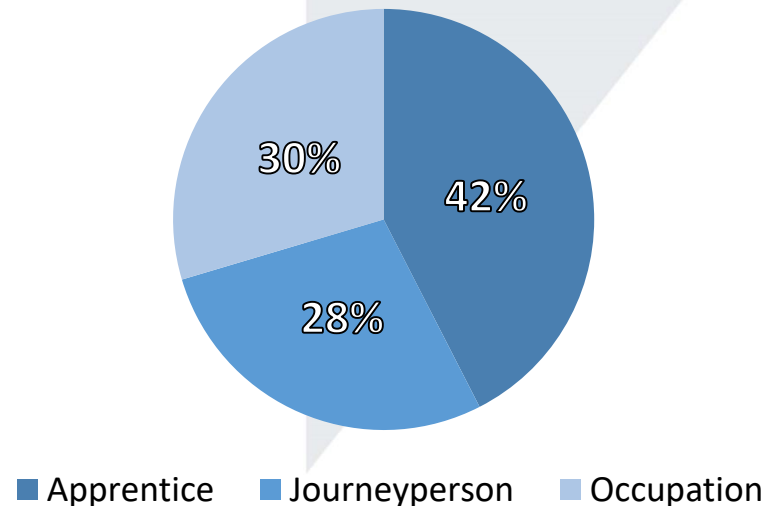
Nation	Trade	Occupation	Total	Distribution
Abenaki	11	2	13	1.7%
Algonquin	33	1	34	4.4%
Attikamek	21	15	36	4.7%
Cree	143	82	225	29.2%
Outside Québec	3	2	5	0.6%
Huron-Wendat	17	4	21	2.7%
Innu-Montagnais	211	110	321	41.7%
Inuit	46	1	47	6.1%
Walastoqiyik (Malecites of Viger)	10	2	12	1.6%
Micmac	14	3	17	2.2%
Mohawk	32	6	38	4.9%
Naskapi	1	0	1	0.1%
Total	542	228	770	100.0%

Source: Commission de la construction du Québec, May 2025.

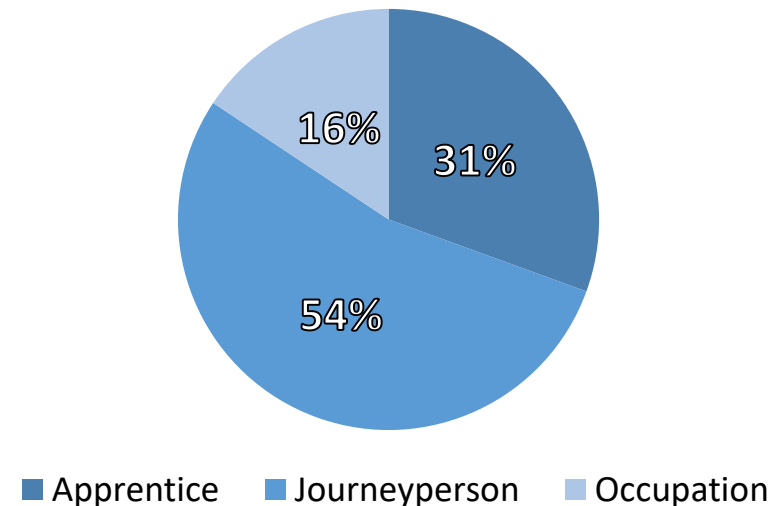
The First Nations and Inuit in Construction Status

First Nations and Inuit employees are proportionally more likely to be workers with an occupation or apprentices.

Breakdown of the First Nations and Inuit workforce by status in 2024



Breakdown of the workforce by status in 2024 for the rest of the workforce



The First Nations and Inuit in Construction

Breakdown of hours worked

- Comparing First Nations and Inuit to the non-FNI workforce, the former work a higher proportion of their hours in the civil engineering and roads sector.

Table 3 – Breakdown of hours worked by sector and status

2024, proportion of hours worked

Sector	First Nations and Inuit			All other workers		
	Trades	Occupations	Total	Trades	Occupations	Total
Civil engineering and roads	32%	69%	42%	13%	56%	19%
Industrial	8%	11%	9%	7%	5%	7%
Institutional/ commercial	37%	13%	31%	61%	33%	57%
Residential	23%	7%	18%	19%	6%	17%
Total	100%	100%	100%	100%	100%	100%

Source: Commission de la construction du Québec, May 2025.

The First Nations and Inuit in Construction

Workforce distribution

- Compared to the non-FNI workforce, a higher proportion of First Nations and Inuit work in the civil engineering and roads sector.

Table 4 – Breakdown of workers by sector and status

2024, proportion of workers

Sector	First Nations and Inuit			All other workers		
	Trades	Occupations	Total	Trades	Occupations	Total
Civil engineering and roads	29%	69%	41%	11%	48%	17%
Industrial	7%	11%	8%	7%	6%	6%
Institutional/commercial	36%	15%	30%	57%	36%	54%
Residential	28%	5%	22%	25%	10%	23%
Total	100%	100%	100%	100%	100%	100%

Source: Commission de la construction du Québec, May 2025.

The First Nations and Inuit in Construction

Region of residence

- The majority of First Nations and Inuit live in the Saguenay-Lac-Saint-Jean, Côte-Nord and Baie-James regions.
- The workforce hailing from Baie-James is made up almost entirely of First Nations and Inuit workers.

Table 5 – Number of First Nations and Inuit workers by status, region of residence and proportion of total workforce

2024, Number of workers

Region of residence	First Nations and Inuit			Proportion of First Nations and Inuit		
	Trade	Occupation	Total	Trade	Occupation	Total
Bas-Saint-Laurent–Gaspésie	X	X	15	X	X	0.2%
Saguenay–Lac-Saint-Jean	90	24	114	1.3%	1.8%	1.4%
Québec City	35	7	42	0.1%	0.2%	0.1%
Mauricie–Bois-Francs	20	18	38	0.2%	1.0%	0.3%
Estrie	X	X	X	X	X	X
Greater Montreal	56	13	69	0.1%	0.1%	0.1%
Island of Montreal	X	X	12	X	X	0.1%
Montréal	32	8	40	0.1%	0.1%	0.1%
Laval–Laurentides–Lanaudière	X	X	17	X	X	0.0%
Outaouais	X	X	12	X	X	0.1%
Abitibi-Témiscamingue	31	7	38	1.1%	1.7%	1.1%
Baie-James	103	68	171	94.5%	95.8%	81.4%
Côte-Nord	183	85	268	8.9%	12.2%	9.8%
Outside Québec	X	X	X	X	X	X
All of Québec	542	228	770	0.3%	0.7%	0.4%

Source: Commission de la construction du Québec, May 2025.

The First Nations and Inuit in Construction

Trades and occupations

- First Nations and Inuit workers are more strongly represented in the ironworker, shovel operator and heavy equipment operator trades.
- As for occupations, a high proportion of them are labourers.
- First Nations and Inuit employees represent 0.3% of trades and 0.7% of occupations in the workforce as a whole.

Table 6 – Number of active First Nations and Inuit workers by trade or occupation and by proportion of total workforce

2024, Number of workers

Trade/occupation	First Nations and Inuit		
	Trade	Occupation	Proportion of First Nations and Inuit
Bricklayer-Mason	5		0.1%
Insulator	X		X
Tile Setter	X		X
Carpenter-Joiner	288		0.5%
Boilermaker	X		X
Cement Finisher	X		X
Roofer	X		X
Electrician	52		0.2%
Sheet Metal Worker (Tinsmith)	6		0.1%
Reinforcing Steel Erector	X		X
Refrigeration Mechanic	X		X
Crane Operator	X		X
Elevator Mechanic	X		X
Millwright	X		X
Heavy Equipment Mechanic	X		X
Fire Protection Mechanic	X		X
Ironworker	27		0.8%
Erector-Mechanic (Glazier)	X		X
Shovel Operator	53		0.6%
Heavy Equipment Operator	68		1.10%
Painter	12		0.2%
Plasterer	X		X
Resilient Flooring Layer	X		X
Interior Systems Installer	X		X
Pipefitter	8		0.1%
All trades combined	542		0.3%
Blaster and Driller		X	X
Labourer		166	0.7%
Lineworker		8	0.3%
Welder		X	X
Other occupations		48	1.4%
All occupations combined		228	0.7%
Total	542	228	0.4%

Source: Commission de la construction du Québec, May 2025.

The First Nations and Inuit in Construction Compensation

- The average annual salary of First Nations and Inuit workers is lower than that of the rest of the workforce in all sectors, mainly due to differences in status.
- For every status, the average annual salary of First Nations and Inuit workers is lower than for the rest of the workforce.
- In the residential sector, the average annual salary of First Nations and Inuit journeypersons and workers in occupations is higher than that of the rest of the workforce.

Table 7 - Comparison of First Nations and Inuit compensation with the rest of the workforce, by priority sector

2024, average annual salaries in \$

Priority sector	Apprentice	Journey person	Occupation	Total
First Nations and Inuit				
Civil engineering and roads	45,524	64,832	42,416	50,000
Industrial	34,466	70,089	41,151	47,756
Institutional/commercial	34,608	57,906	29,864	40,542
Residential	23,967	47,300	40,508	29,801
Total	32,564	60,511	40,311	42,661
All other workers				
Civil engineering and roads	46,075	73,708	58,169	63,786
Industrial	46,300	73,113	44,208	63,547
Institutional/commercial	36,006	67,059	39,635	54,159
Residential	24,949	42,296	22,651	33,380
Total	33,460	63,210	47,000	51,604
Ratio of First Nations and Inuit to rest of the workforce				
Civil engineering and roads	99%	88%	73%	78%
Industrial	74%	96%	93%	75%
Institutional/commercial	96%	86%	75%	75%
Residential	96%	112%	179%	89%
Total	97%	96%	86%	83%

Source: Commission de la construction du Québec, May 2025.

The First Nations and Inuit in Construction

Volume of work

- On average, First Nations and Inuit workers work fewer hours per year than the rest of the workforce, which may explain the differences in average annual salaries.

Table 8 – Work volume and gap

2015 to 2024, average hours worked

Year	First Nations and Inuit	All other workers	Ratio
2015	653	917	71.2%
2016	672	945	71.1%
2017	692	943	73.4%
2018	727	985	73.8%
2019	708	1,007	70.3%
2020	603	913	66.1%
2021	729	1,030	70.8%
2022	791	1,063	74.4%
2023	847	1,057	80.1%
2024	824	1,066	77.3%

Source: Commission de la construction du Québec, May 2025.