

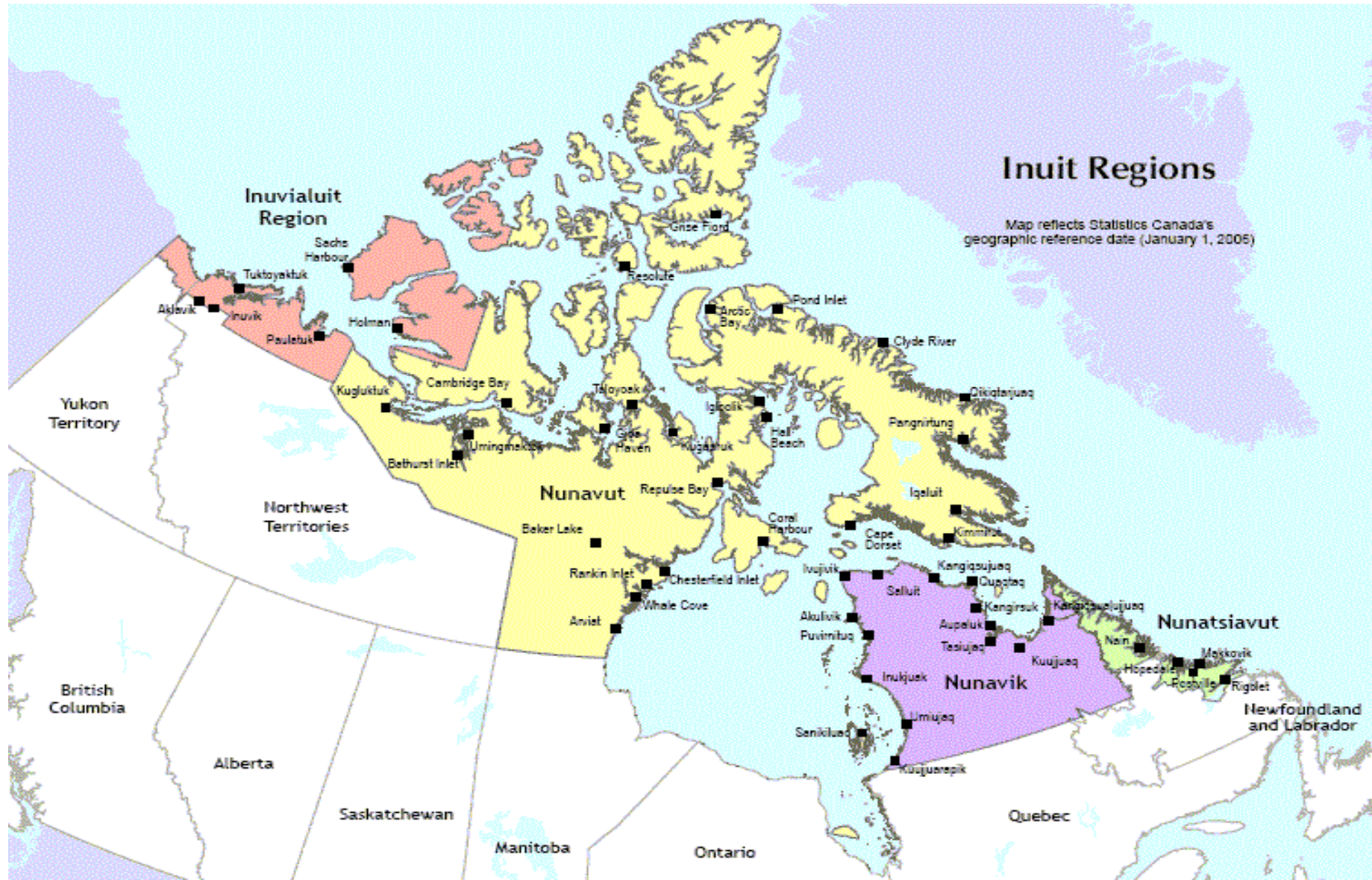
# NUNAVIK'S LABOUR MARKET AND EDUCATIONAL ATTAINMENT PARADOX

Andrew Sharpe and Jasmin Thomas

Presentation prepared for Mapping the Road Together to Sustainable Employment;  
Celebrating 25 Years.

Katittavik Town Hall, Kuujuuaq, Nunavik on November 15<sup>th</sup>, 2017

# Four Regions of Inuit Nunangat



# Population of Nunangat Regions

	<b>Total Population</b>	<b>Inuit Population</b>	<b>Share of Inuit in Total Population</b>	<b>Share of Total Population of Inuit Nunangat</b>	<b>Share of Inuit Population of Inuit Nunangat</b>
<b>Inuit Nunangat</b>	52,115	43,455	83.4	100.0	100.0
<b>Nunatsiavut</b>	2,615	2,325	88.9	5.0	5.4
<b>Nunavik</b>	12,060	10,755	89.2	23.1	24.7
<b>Nunavut</b>	31,700	27,070	85.4	60.8	62.3
<b>Inuvialuit region</b>	5,745	3,305	57.5	11.0	7.6

# Labour Market and Educational Attainment Outcomes in Nunavik

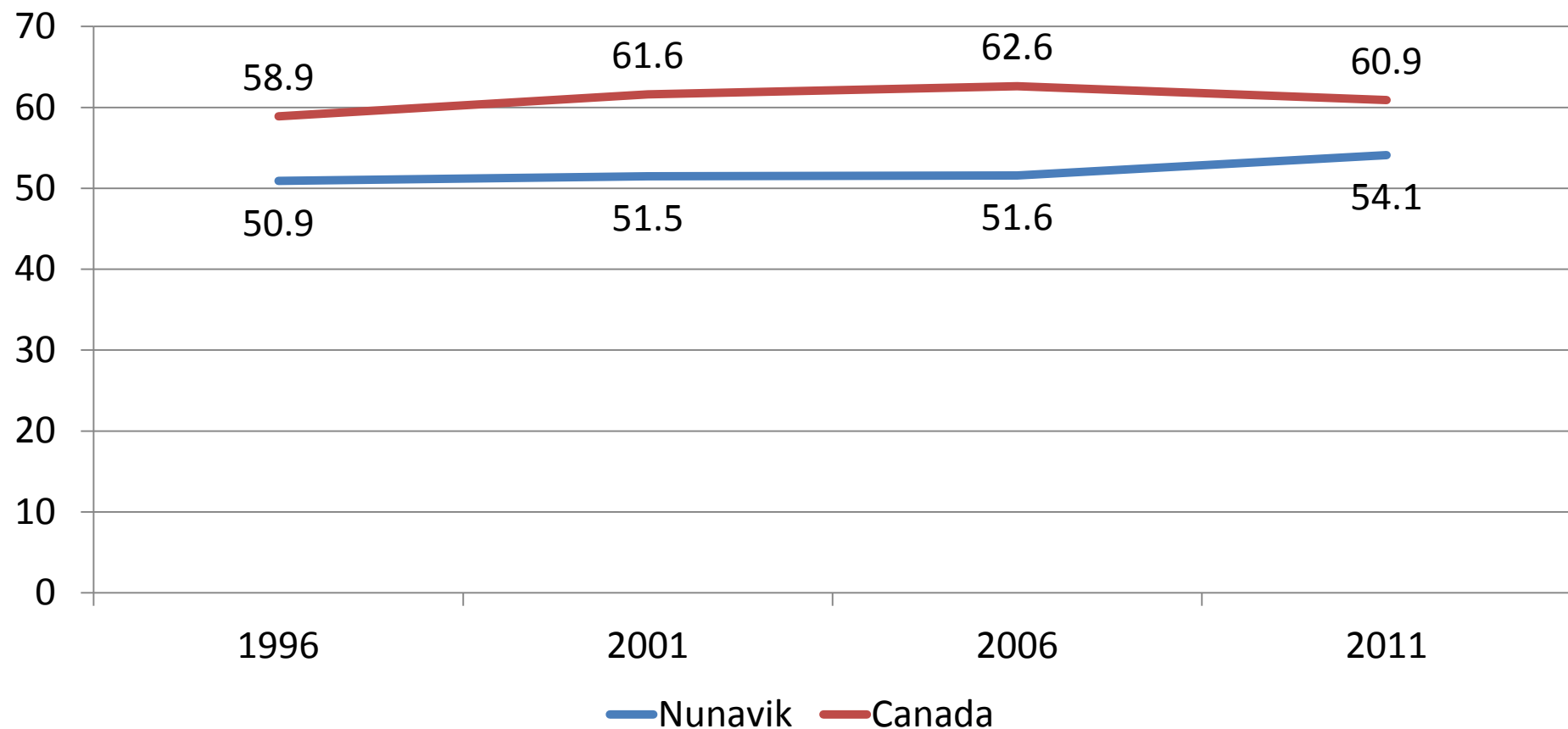
- Employment Rate
- Unemployment Rate
- Labour Force Participation Rate
- Educational Attainment Outcomes
- Labour Market Outcomes by Educational Attainment

# Employment Rate

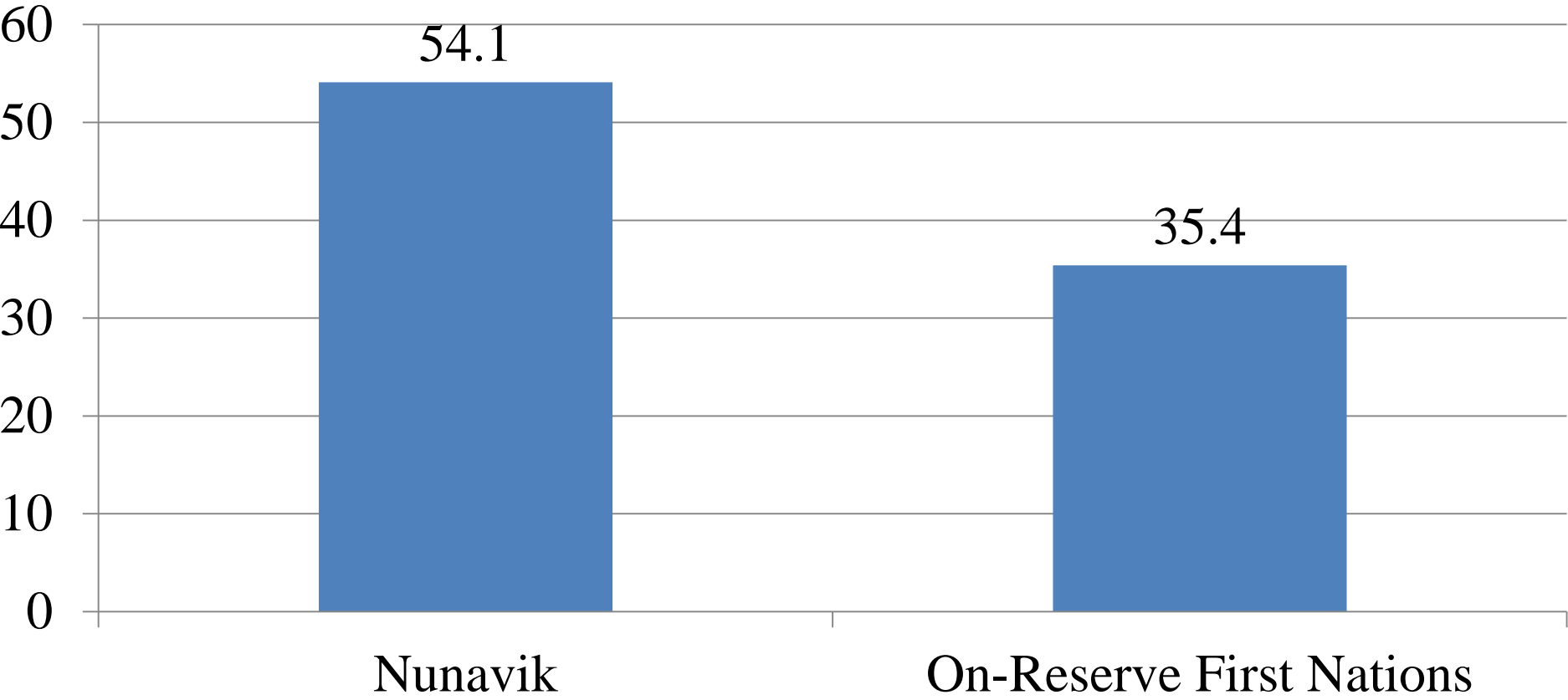
Employment Rate of Inuit Nunangat by Region, Per Cent  
1996-2011

	<b>Nunavik</b>	<b>Nunatsiavut</b>	<b>Nunavut</b>	<b>Inuvialuit Region</b>	<b>Inuit Nunangat</b>	<b>Inuit Nunangat Excluding Nunavik</b>	<b>Nunavik/ Inuit Nunangat</b>
<b>1996</b>	50.9	36.5	46.0	45.8	46.3	45.0	109.94
<b>2001</b>	51.5	35.8	47.4	49.9	47.7	46.5	107.94
<b>2006</b>	51.6	34.6	46.9	46.5	47.1	45.8	109.55
<b>2011</b>	54.1	38.6	43.3	43.2	45.6	42.9	118.64
<b>Δ 1996- 2011</b>	3.2	2.1	-2.7	-2.6	-0.7	-2.1	n/a

# Employment Rate, Total Population of Canada, and Inuit Population of Nunavik, Per Cent 1996-2011



# Employment Rate, Inuit Population of Nunavik and Total of On-Reserve First Nations Populations, Per Cent 2011



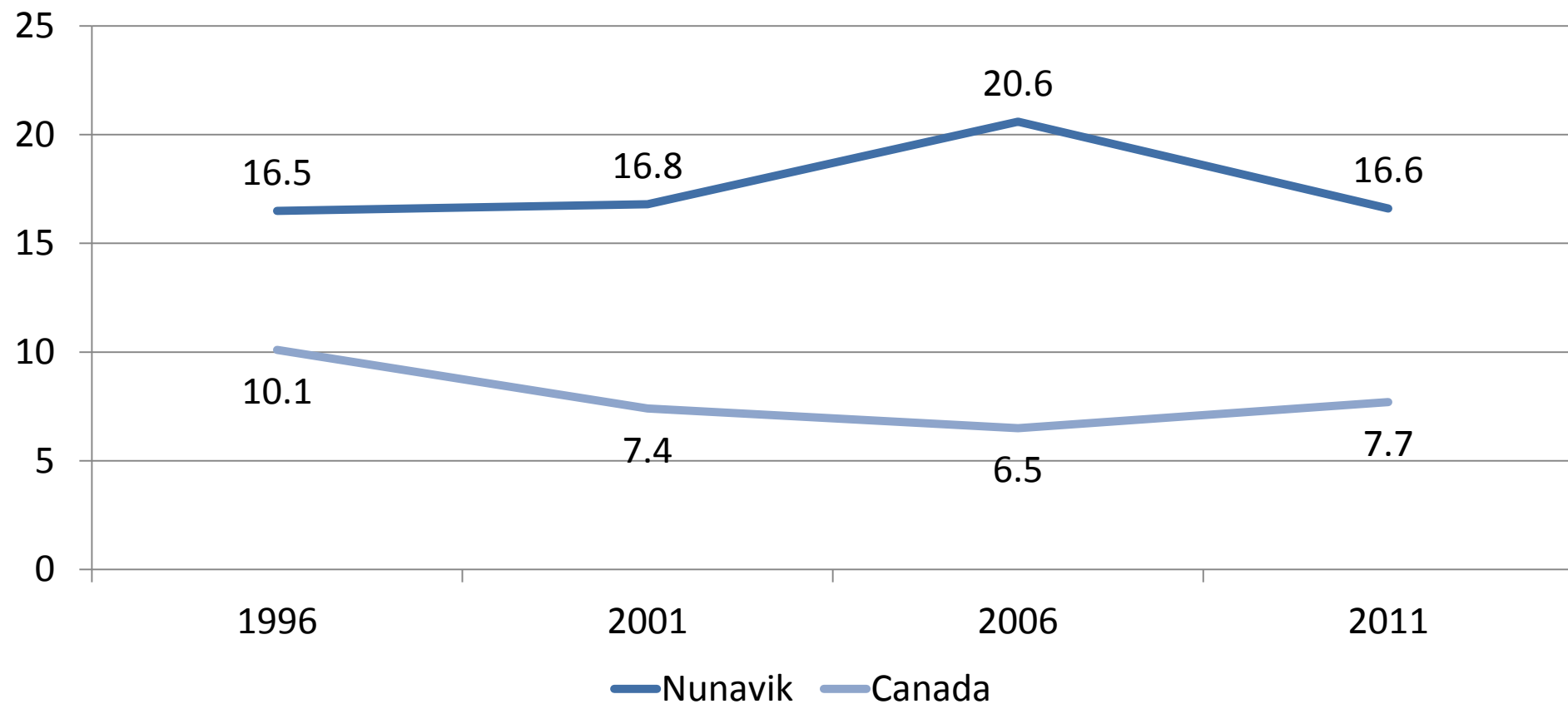
# Unemployment Rate

## Unemployment Rate of Inuit Nunangat by Region, Per Cent 1996-2011

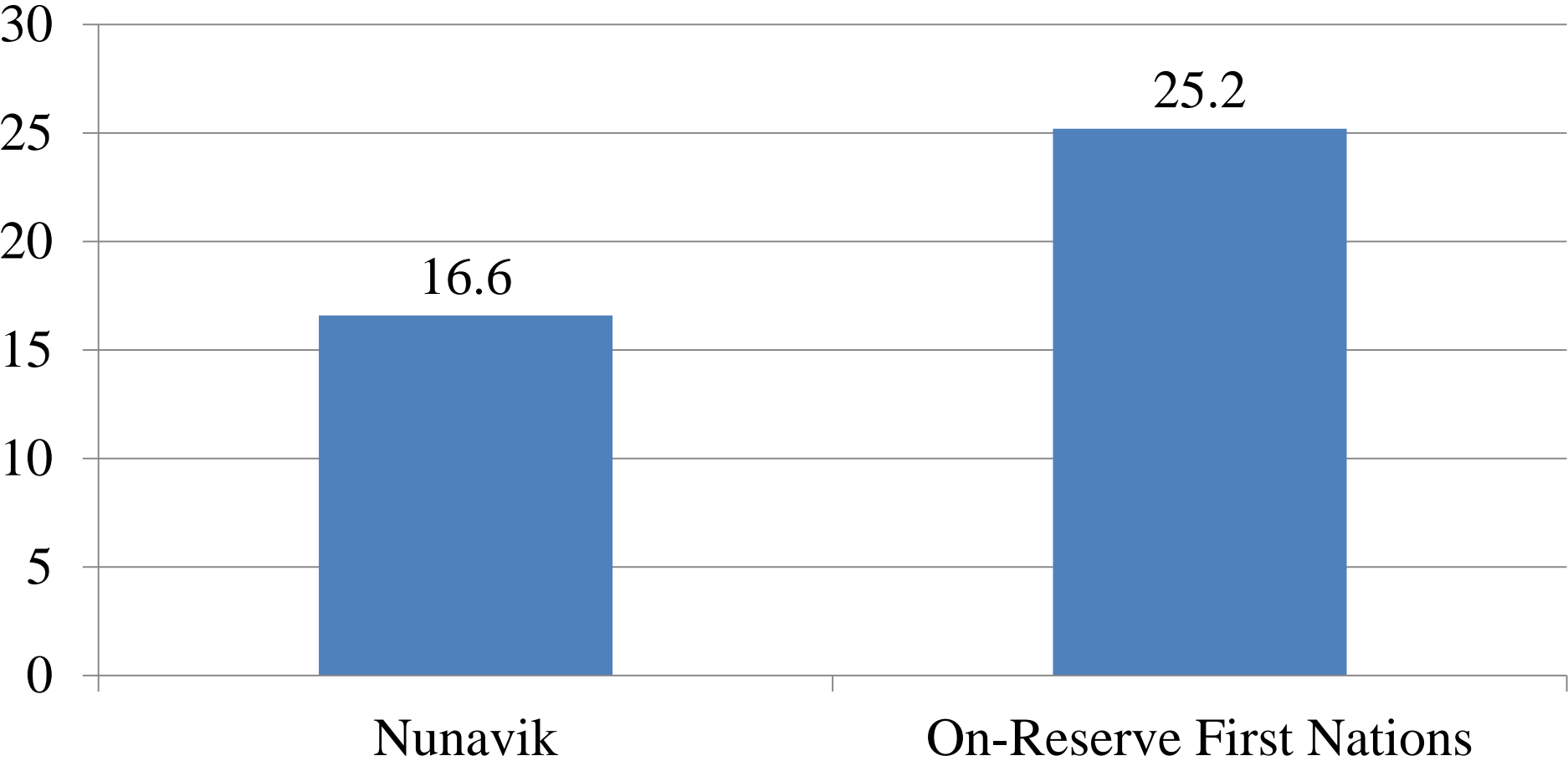
	Nunavik	Nunatsiavut	Nunavut	Inuvialuit Region	Inuit Nunangat	Inuit Nunangat Excluding Nunavik	Nunavik/Inuit Nunangat
<b>1996</b>	16.5	31.9	21.3	24.0	21.1	22.5	78.20
<b>2001</b>	16.8	36.0	23.1	19.9	22.2	23.8	75.68
<b>2006</b>	20.6	34.1	20.4	25.6	21.7	22.1	94.93
<b>2011</b>	16.6	35.4	23.7	23.5	22.5	24.7	73.78
<b>Δ 1996-2011</b>	0.1	3.5	2.4	-0.5	1.4	2.2	n/a



# Unemployment Rate, Total Population of Canada, and Inuit Population of Nunavik, Per Cent 1996-2011



# Unemployment Rate, Inuit Population of Nunavik and Total of On-Reserve First Nations Populations, Per Cent 2011

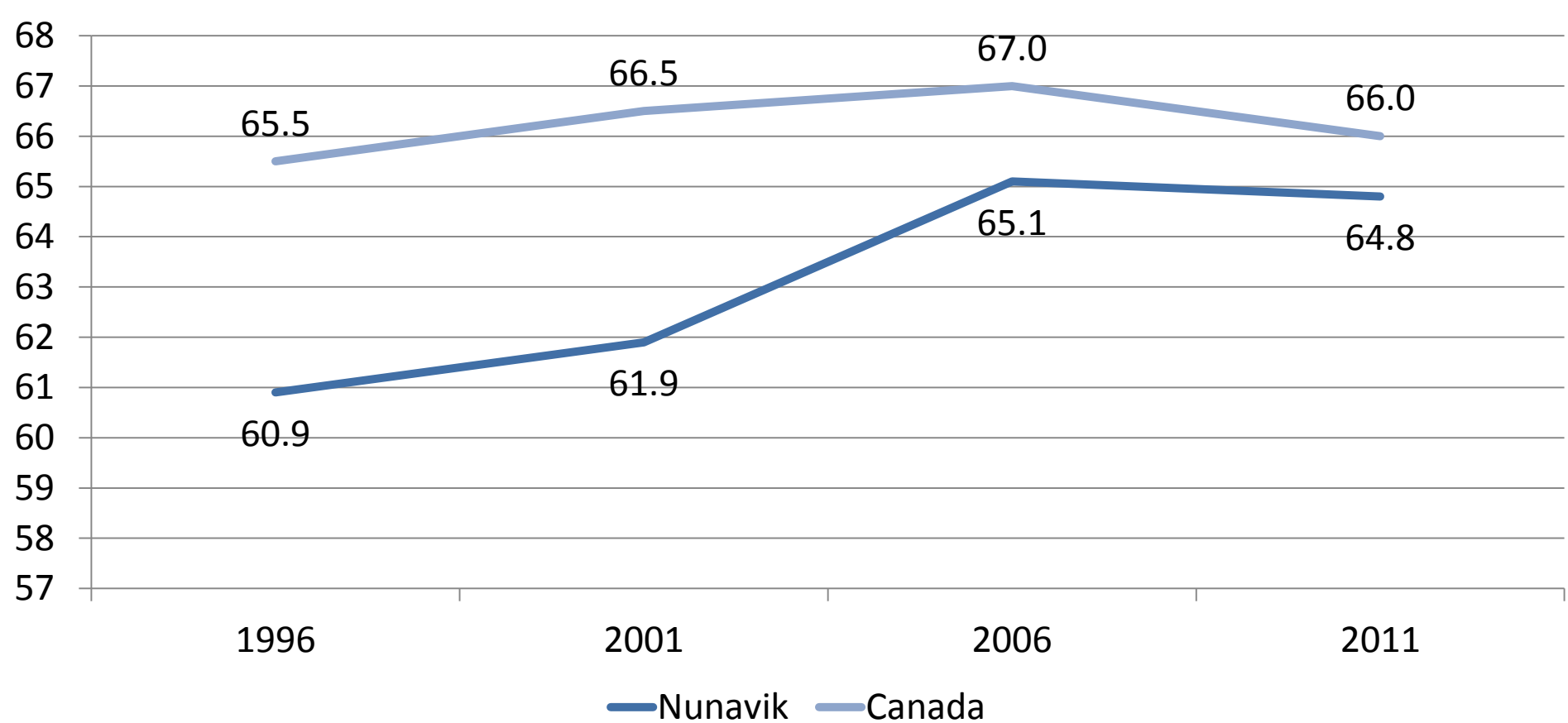


# Labour Force Participation Rate

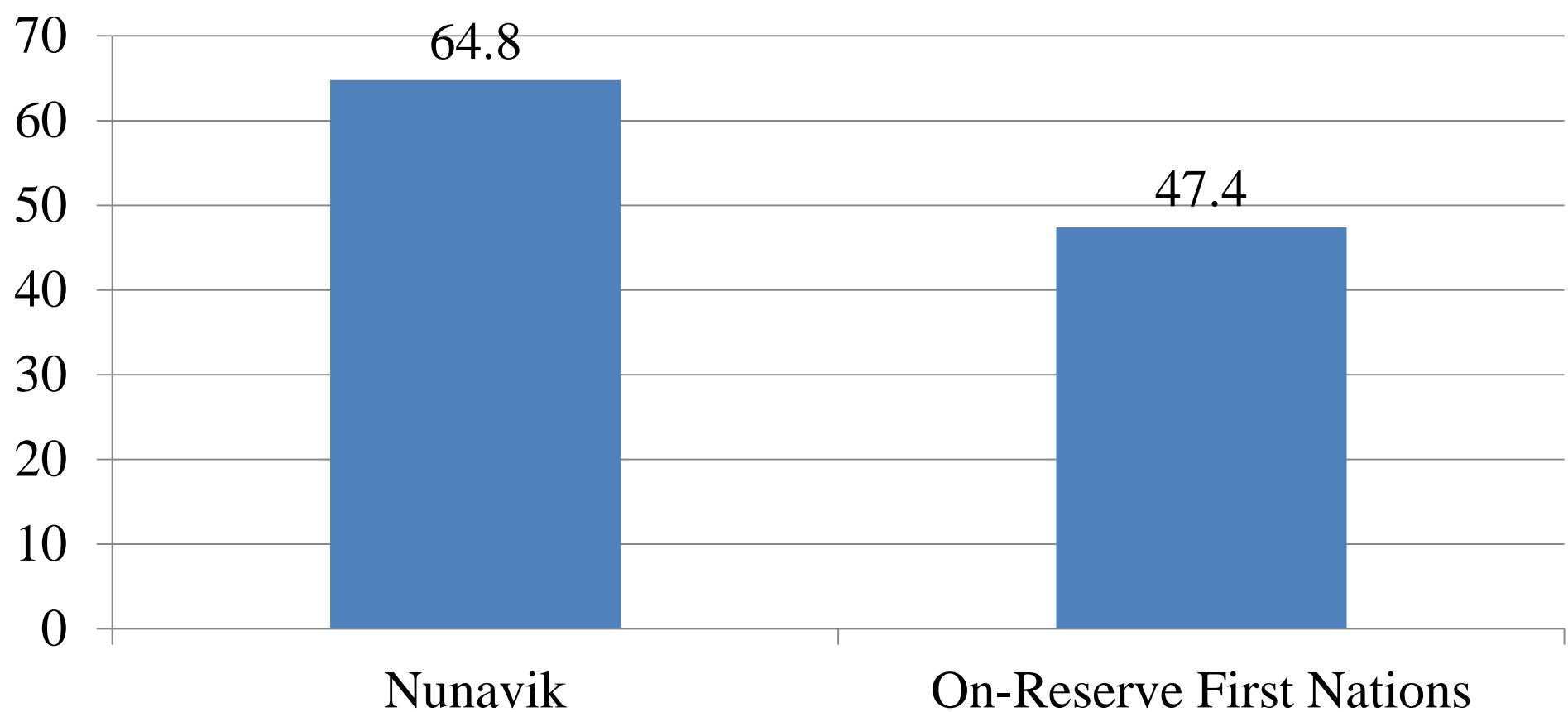
Labour Force Participation Rate of Inuit Nunangat by Region,  
Per Cent 1996-2011

	Nunavik	Nunatsiavut	Nunavut	Inuvialuit Region	Inuit Nunangat	Inuit Nunangat Excluding Nunavik	Nunavik/Inuit Nunangat
<b>1996</b>	60.9	53.0	58.4	59.9	58.7	58.1	103.75
<b>2001</b>	61.9	55.9	61.6	62.6	61.3	61.1	100.98
<b>2006</b>	65.1	53.0	58.8	62.5	60.2	58.7	108.14
<b>2011</b>	64.8	59.7	56.6	57.0	58.8	56.9	110.20
<b>Δ 1996-2011</b>	3.9	6.7	-1.8	-2.9	0.1	-1.2	n/a

# Labour Force Participation Rate, Total Population of Canada, and Inuit Population of Nunavik, Per Cent 1996-2011

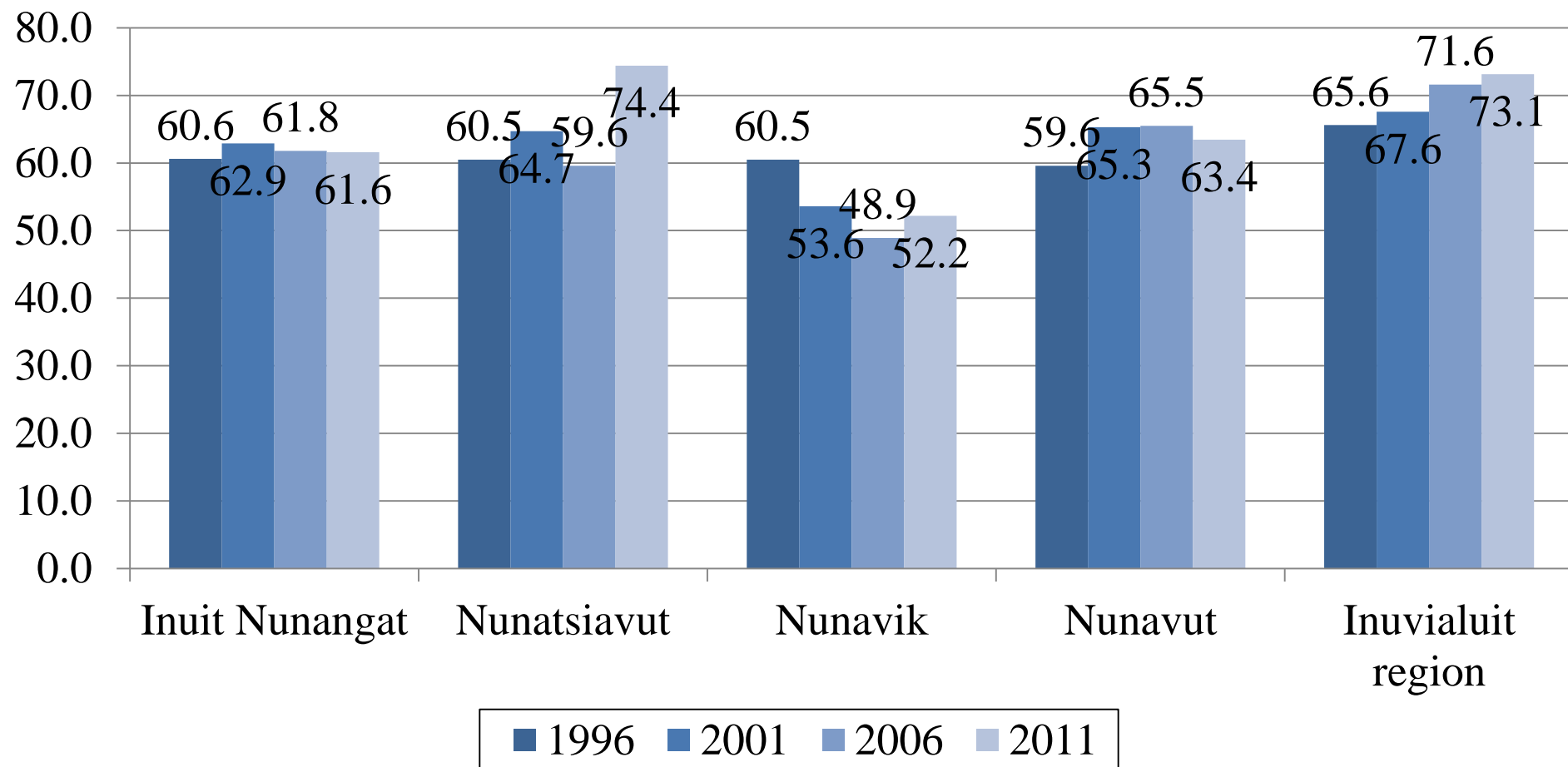


# Labour Force Participation Rate, Inuit Population of Nunavik and Total of On-Reserve First Nations Populations, Per Cent 2011



# Educational Attainment Outcomes

Highest Educational Attainment, Total Population of Canada and Inuit Population of Nunavik, Per Cent, 2006 and 2011



# Highest Educational Attainment, Total Population of Canada and Inuit Population of Nunavik, Per Cent, 2006 and 2011

	Nunavik		Canada	
	2006	2011	2006	2011
<b>(1) No certificate, diploma or degree</b>	68.1	68.8	23.6	20.1
<b>(2) High school diploma or equivalent</b>	10.7	14.5	25.6	25.6
<b>(3) Apprenticeship or trades certificate or diploma</b>	14.6	11.7	10.9	10.8
<b>(4) College, CEGEP or other non-university certificate or diploma</b>	4.0	3.0	17.3	18.2
<b>(5) University certificate or diploma below bachelor level</b>	1.3	1.0	4.4	4.4
<b>(6) University certificate, diploma or degree at bachelor level or above</b>	1.2	1.0	18.2	20.9
<b>Years of Educational Attainment</b>	9.7	9.6	12.5	12.7

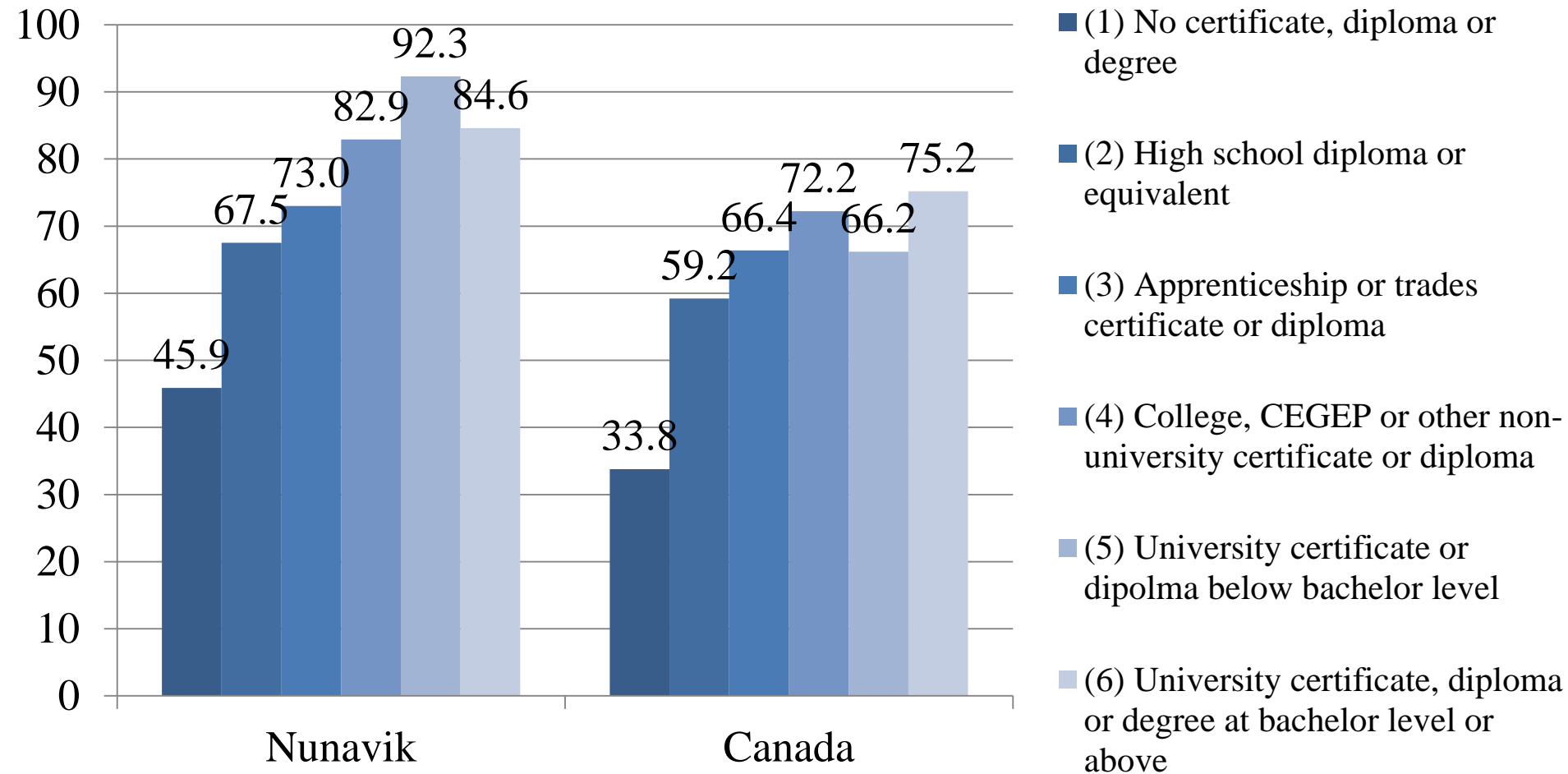
# Highest Educational Attainment, Total Population of Other Rural Regions in Canada and Inuit Population of Nunavik , Per Cent, 2011

	<b>Nunavik</b>	<b>Cochrane, Ontario</b>	<b>Division No. 23, Manitoba</b>	<b>Division No. 18, Saskatchewan</b>
<b>(1) No certificate, diploma or degree</b>	68.8	34.5	60.4	55.0
<b>(2) High school diploma or equivalent</b>	14.5	25.1	14.1	18.7
<b>(3) Apprenticeship or trades certificate or diploma</b>	11.7	12.7	7.4	9.4
<b>(4) College, CEGEP or other non-university certificate or diploma</b>	3.0	17.9	9.9	8.2
<b>(5) University certificate or diploma below bachelor level</b>	1.0	2.8	1.4	2.8
<b>(6) University certificate, diploma or degree at bachelor level or above</b>	1.0	7.0	6.8	6.0
<b>Years of Educational Attainment</b>	9.6	11.6	10.2	10.5



# Labour Market Outcomes by Educational Attainment

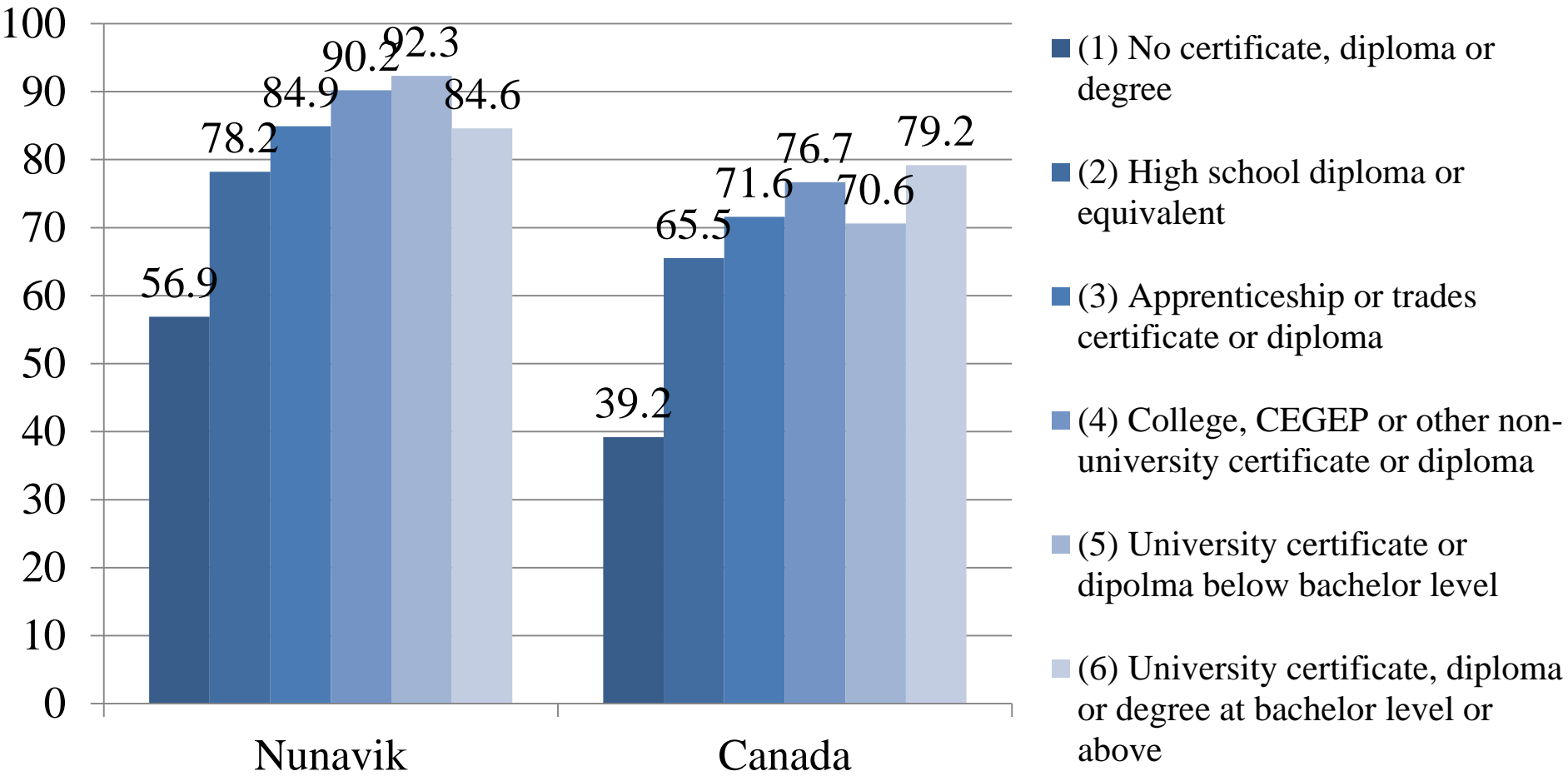
Employment Rate by Highest Educational Attainment, Total Population of Canada and Inuit Nunavik, Per Cent, 2011



# Labour Force Participation Rate by Highest Educational Attainment, Inuit Nunangat by Region, Per Cent, 2011

	Nunavik	Nunatsiavut	Nunavut	Inuvialuit Region	Inuit Nunangat
<b>(1) No certificate, diploma or degree</b>	56.9	42.9	47.1	41.8	48.9
<b>(2) High school diploma or equivalent</b>	78.2	68.8	70.1	72.8	72.3
<b>(3) Apprenticeship or trades certificate or diploma</b>	84.9	87.9	77.6	82.1	81.1
<b>(4) College, CEGEP or other non-university certificate or diploma</b>	90.2	86.5	80.3	83.3	81.8
<b>(5) University certificate or diploma below bachelor level</b>	92.3	75.0	82.6	83.3	87.8
<b>(6) University certificate, diploma or degree at bachelor level or above</b>	84.6	88.9	92.5	100.0	92.8
<b>Total</b>	64.8	59.7	56.6	57.0	58.8

# Labour Force Participation Rate by Highest Educational Attainment, Total Population of Canada and Inuit Nunavik, Per Cent, 2011



# Explanation for Nunavik's Strong Labour Market Performance Despite Weak Educational Attainment

- Statistical Issues
  - Data Quality
  - Demographic and Educational attainment Structure
- Social Program Funding
- Employment Structure
- Macroeconomic Performance
- Barriers to Employment
  - Housing
  - Cost of Living
  - Infrastructure
  - Mental and Physical Health
  - Child Care

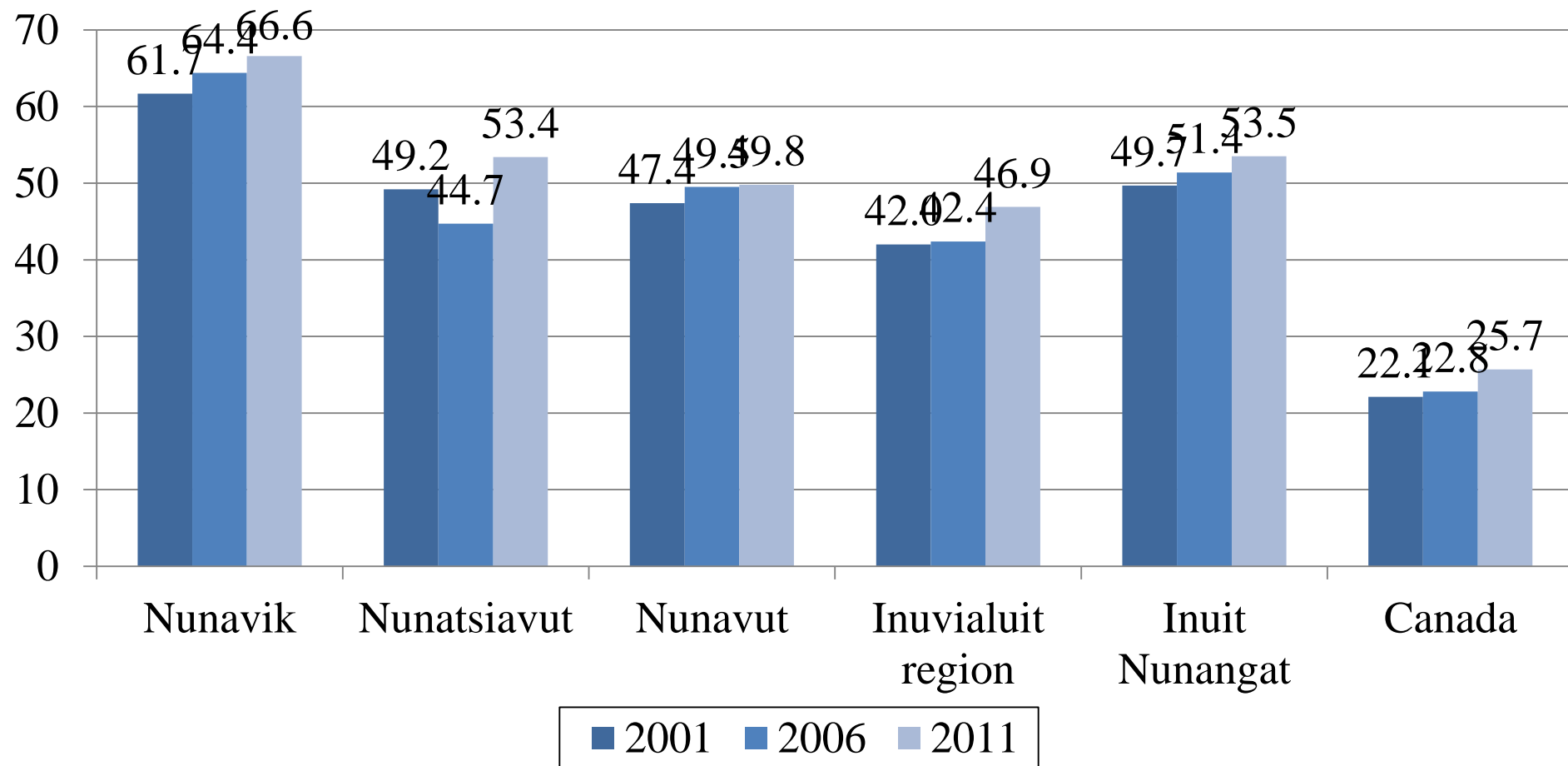
# Social Program Funding

## Funding Received by ASETS Agreement Holders, Inuit Nunangat by Region, Per Capita, 2010-2016

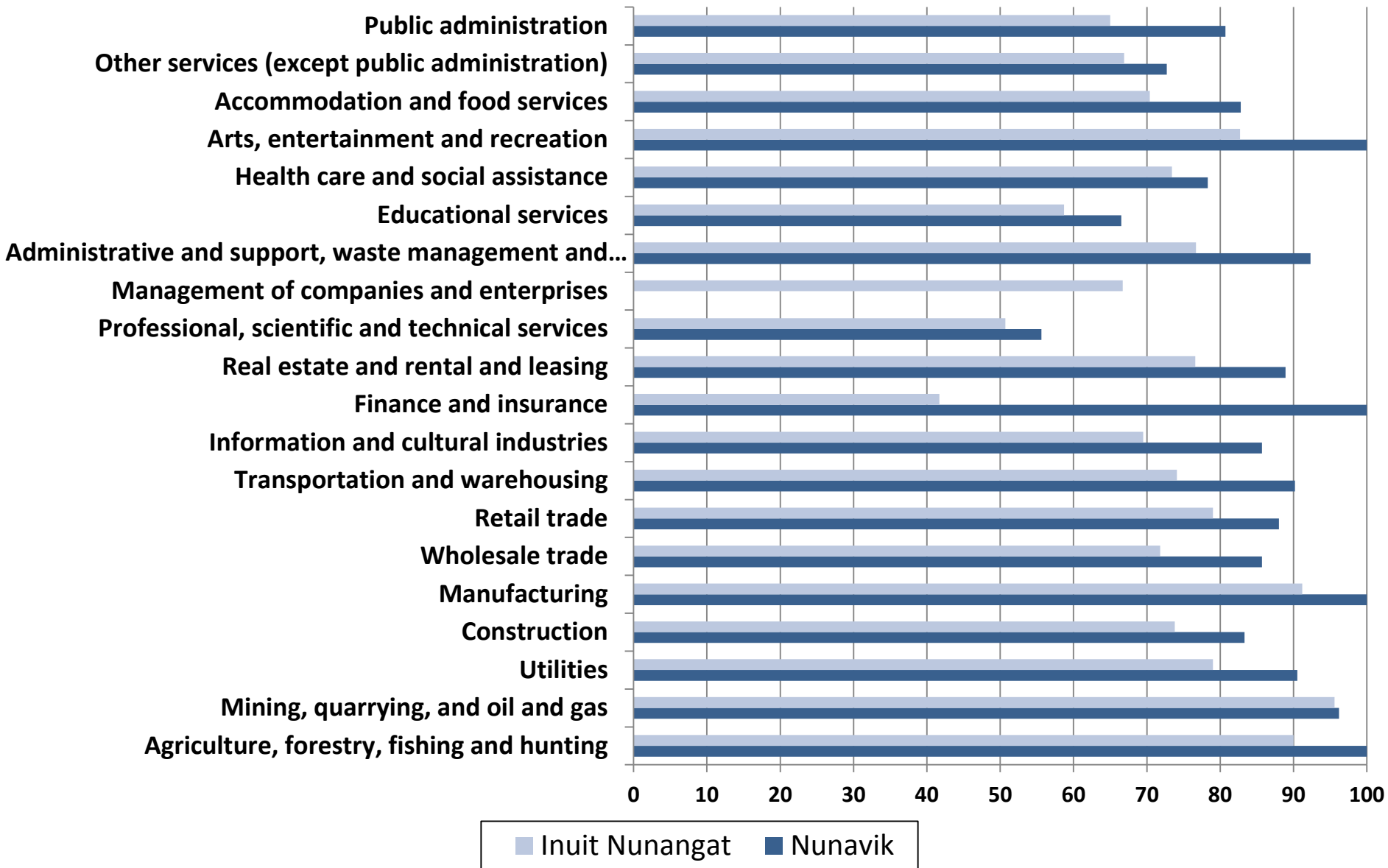
	<b>Funding</b>	<b>ASETS Holders</b>	<b>Inuit Population (2011)</b>	<b>Approx. Per Capita Level of Funding</b>
<b>Nunatsiavut</b>	\$19,943,246	<ol style="list-style-type: none"> <li><b>NunatuKavut</b></li> <li><b>Nunatsiavut Government</b></li> </ol>	2,325	\$8,578
<b>Nunavik</b>	\$73,545,931	<ol style="list-style-type: none"> <li><b>Kativik Regional Government</b></li> </ol>	10,755	\$6,838
<b>Nunavut</b>	\$61,837,675	<ol style="list-style-type: none"> <li><b>Kitikmeot Inuit Association (Kitikmeot Economic Development Commission)</b></li> <li><b>Kivalliq Partners in Development</b></li> <li><b>Kakivik Association</b></li> </ol>	27,070	\$2,284
<b>Inuvialuit region</b>	\$11,973,330	<ol style="list-style-type: none"> <li><b>Inuvialuit Regional Corporation</b></li> </ol>	3,305	\$3,623

# Employment Structure

Share of Experienced Labour Force in Public Administration, Educational Services, Health Care and Social Assistance, Total Inuit and Non-Inuit Population, 2001, 2006 and 2011



# Inuit Share of Total Experienced Labour Force (15+) by Industry, Inuit Nunangat and Nunavik, 2011



# Macroeconomic Performance

Employment, Inuit Nunangat by Region, Inuit Population (15+), 1996-2011

	<b>Nunavik</b>	<b>Nunatsiavut</b>	<b>Nunavut</b>	<b>Inuvialuit Region</b>	<b>Inuit Nunangat</b>
<b>1996</b>	2,200	485	5,365	890	8,935
<b>2001</b>	2,600	560	6,260	980	10,395
<b>2006</b>	3,000	545	7,155	1,005	11,700
<b>2011</b>	3,665	675	7,425	1,030	12,800
<b>Δ 1996-2011 (%)</b>	3.5	2.2	2.2	1.0	2.4



# Barriers to Employment

## Housing Suitability, Inuit Population, Inuit Nunangat, 2011

	<b>Nunavik</b>	<b>Nunatsiavut</b>	<b>Nunavut</b>	<b>Inuvialuit Region</b>	<b>Inuit Nunangat</b>
<b>Suitable</b>	42.9	71.7	45.8	71.1	48.4
<b>Not suitable</b>	57.2	28.1	54.2	29.0	51.6
<b>One bedroom shortfall</b>	30.3	17.0	29.5	21.0	28.4
<b>Two bedroom shortfall</b>	16.1	6.7	14.1	5.1	13.5
<b>Three or more bedroom shortfall</b>	10.7	4.3	10.7	2.9	9.7

	<b>Nunavik</b>		<b>Nunatsiavut</b>		<b>Nunavut</b>		<b>Inuvialuit Region</b>		<b>Inuit Nunangat</b>	
	<b>2006</b>	<b>2011</b>	<b>2006</b>	<b>2011</b>	<b>2006</b>	<b>2011</b>	<b>2006</b>	<b>2011</b>	<b>2006</b>	<b>2011</b>
<b>Regular repairs</b>	23.9	31.4	35.4	40.6	38.4	34.1	42.7	38.4	35.0	34.1
<b>Minor repairs</b>	30.0	29.9	30.6	27.7	35.7	30.6	29.5	31.9	33.5	30.3
<b>Major repairs</b>	46.1	38.7	34.0	31.3	25.9	35.4	27.9	29.7	31.4	35.6

# Cost of Living

## Average Price of the Revised Northern Food Basket and Price Adjustment Factors for Southern Canada, Inuit Nunangat, 2007-2009

	Price adjustment factor	Perishables (\$)			Non-perishables (\$)			Total (\$)		
		2007	2008	2009	2007	2008	2009	2007	2008	2009
<b>Reference urban centres</b>	1.00	148.0	156.0	162.0	66.0	74.0	80.0	214.0	229.0	241.0
<b>Inuit Nunangat</b>	1.66	241.3	259.4	250.0	114.6	120.4	122.5	355.7	379.8	372.2
<b>Inuvialuit region</b>	1.79	262.0	292.0	..	120.3	128.3	..	382.3	420.3	..
<b>Nunatsiavut</b>	1.30	194.8	208.0	218.0	83.8	87.5	98.4	278.5	295.5	315.8
<b>Nunavik</b>	1.66	243.0	248.0	254.6	116.5	119.5	121.1	359.0	367.5	375.6
<b>Nunavut</b>	1.88	265.3	289.6	277.3	137.9	146.2	148.0	403.1	435.9	425.4

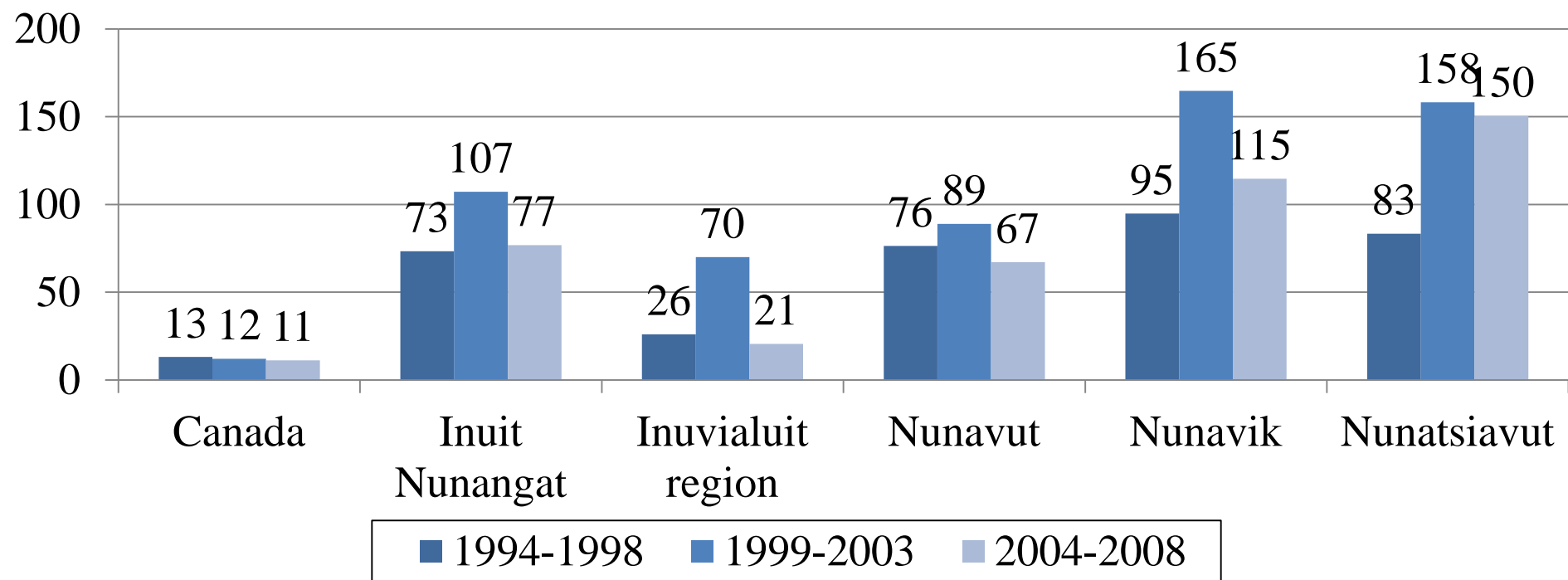
# Infrastructure

## Overview of Child Care Infrastructure Needs By Region

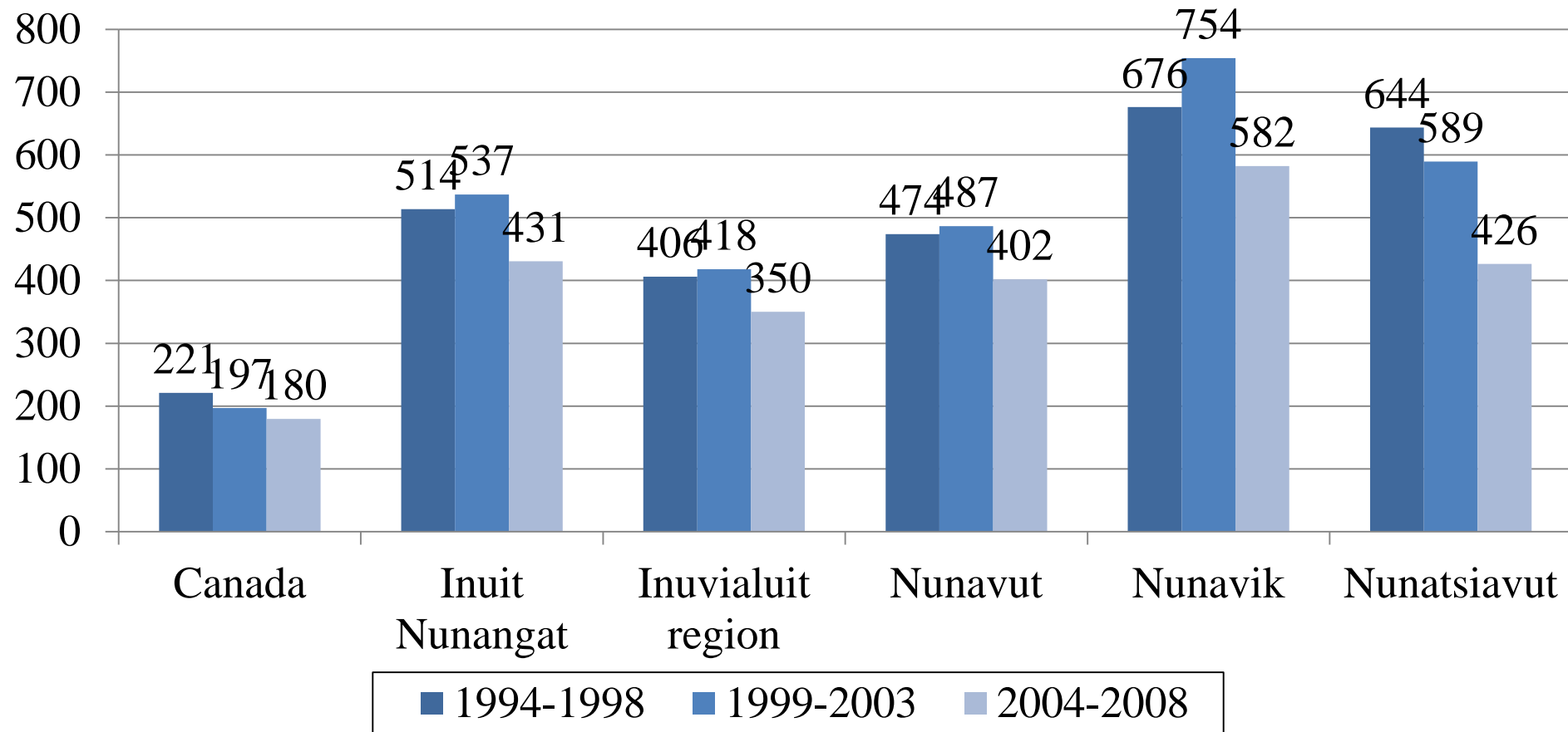
	<b>Total Number of Centres</b>	<b>Number of Centres in Need of Renovations</b>	<b>Share of Centres in Need of Renovations</b>	<b>Number of Sites Closed Due to Infrastructu re Needs</b>	<b>Number of New Centres Needed</b>
<b>Nunatsiavut</b>	5	1	20.0	0	2
<b>Nunavik</b>	19	14	73.7	0	2
<b>Nunavut</b>	37	19	51.4	5	7
<b>Inuvialuit region</b>	3	3	100.0	1	2

# Mental and Physical Health

Crude Mortality Rate Per 100,000 Population by Suicides and Self-inflicted Injuries by Region, Inuit Nunangat, Total Population, 1994-2008

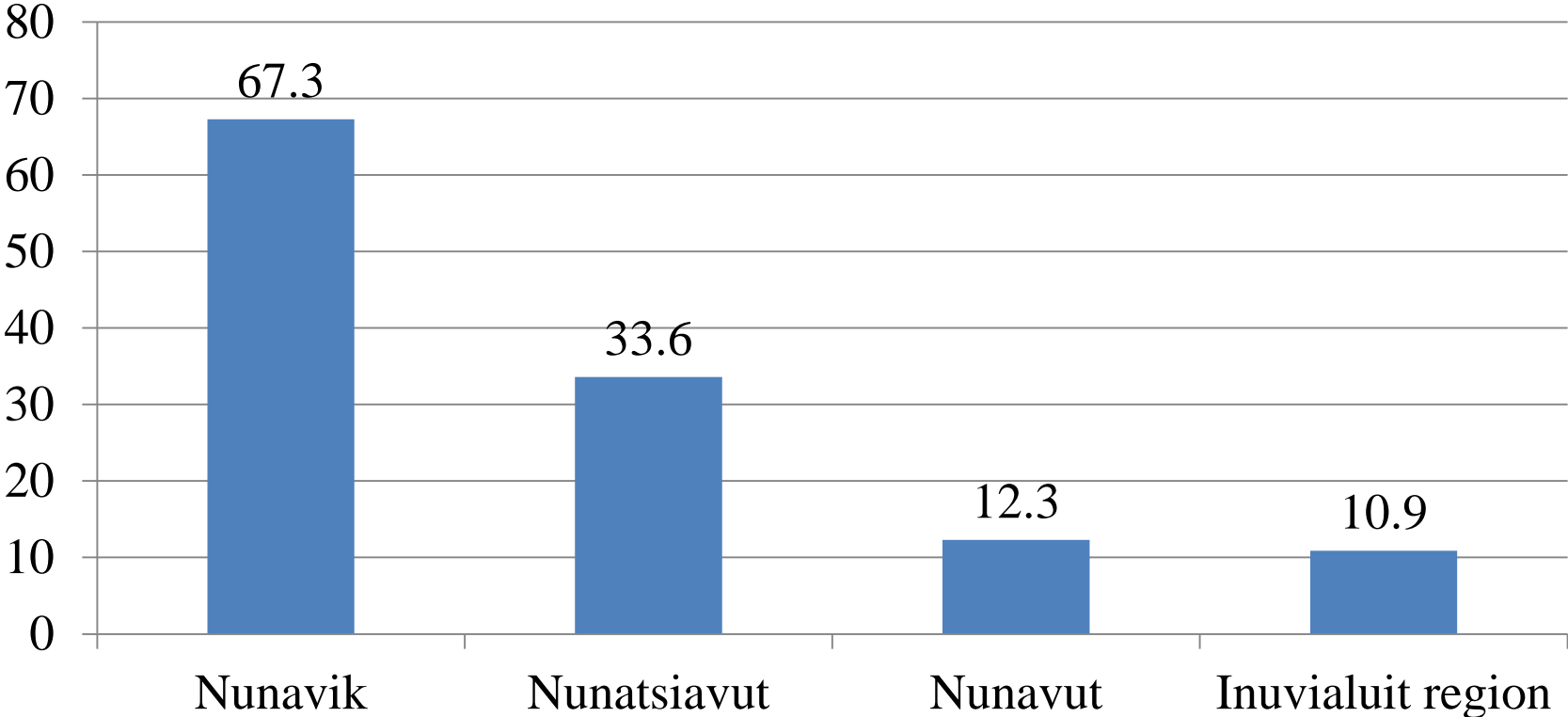


# Age-Standardized Mortality Rate Per 100,000 Population by Region, Inuit Nunangat, Total Population, 1994-2008



# Child Care

## Rate of Places Per 100 Children Aged 0-4 Years, 2014



## Overview of Child Care Infrastructure Needs By Region

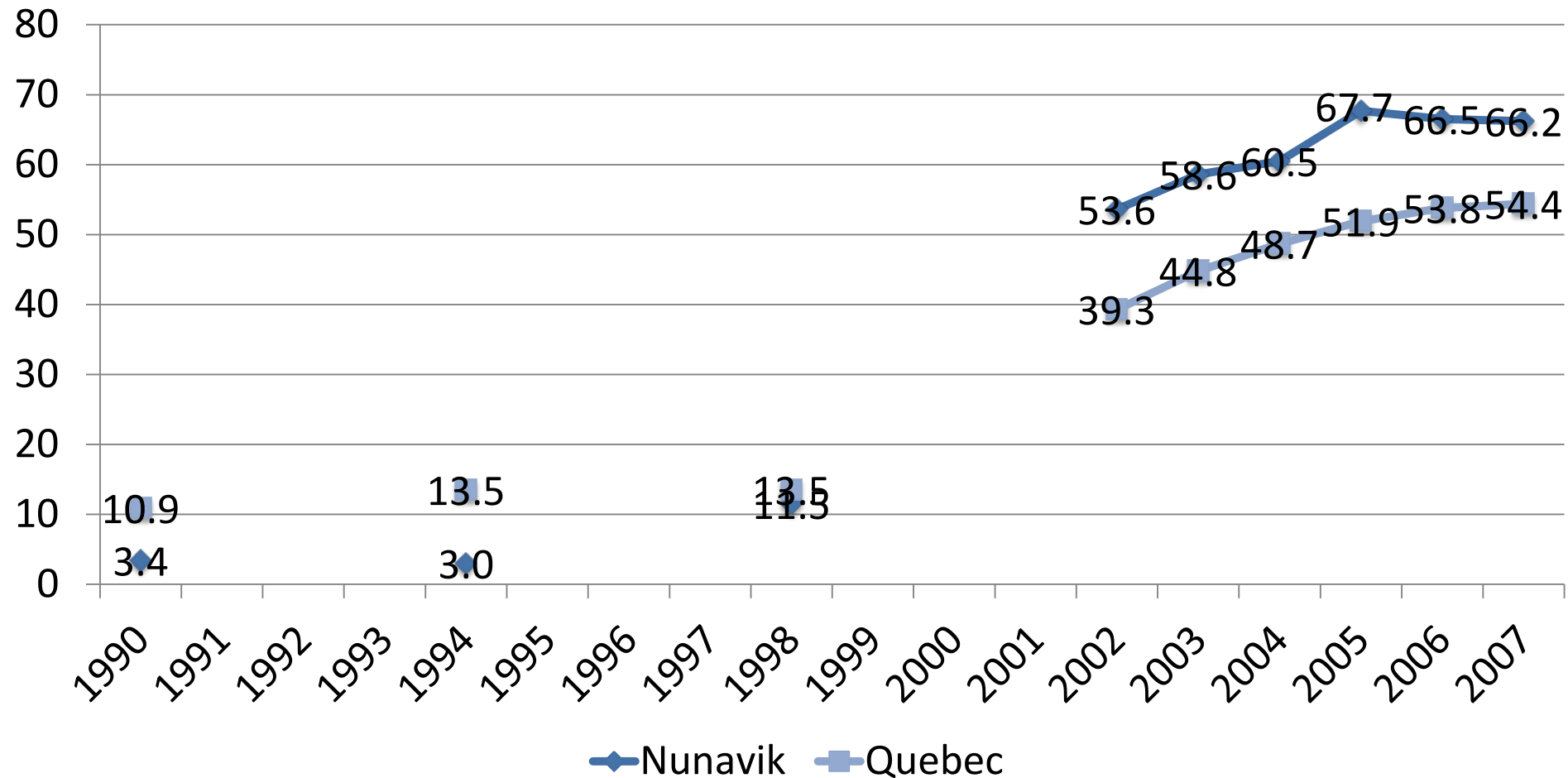
	<b>Total Number of Centres</b>	<b>Number of Centres in Need of Renovations</b>	<b>Share of Centres in Need of Renovations</b>	<b>Number of Sites Closed Due to Infrastructure Needs</b>	<b>Number of New Centres Needed</b>
<b>Nunatsiavut</b>	5	1	20.0	0	2
<b>Nunavik</b>	19	14	73.7	0	2
<b>Nunavut</b>	37	19	51.4	5	7
<b>Inuvialuit region</b>	3	3	100.0	1	2

## Inuit Children Under Six Years Old Currently Receiving Regular Child Care, Canada and Inuit Nunangat, 2006

	<b>Nunavik</b>	<b>Nunatsiavut</b>	<b>Nunavut</b>	<b>Inuvialuit Region</b>
<b>Total</b>	570	60	770	90
<b>Per Cent</b>	50	46	29	38
<b>Lower Bound*</b>	46.6	41.1	25.8	32.4
<b>Upper Bound*</b>	53.4	51.2	32.5	45.2



## Available Child Care Places for Children Under Five Years of Age, Rate Per 100 Children Aged 0-4 Years, Nunavik and Québec, 1990-2005



# Gender

## Employment Rate by Gender, Inuit Nunangat by Region, Inuit Population (15+), Per Cent, 1996-2011

	Nunavik		Nunatsiavut		Nunavut		Inuvialuit Region		Inuit Nunangat	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>1996</b>	53.1	48.2	34.0	39.3	48.3	43.5	44.3	47.8	47.9	44.8
<b>2001</b>	50.9	52.0	28.9	43.5	48.0	46.8	50.8	48.5	47.5	48.0
<b>2006</b>	50.0	53.0	28.8	40.9	46.4	47.3	47.0	46.1	46.1	48.1
<b>2011</b>	52.1	56.0	33.9	44.0	42.3	44.2	41.7	44.9	44.1	47.1
<sup>Δ</sup> <b>1996-2011</b>	-1.0	7.8	-0.1	4.7	-6.0	0.7	-2.6	-2.9	-3.8	2.3

Relative Employment Rates by Gender, Inuit Nunangat by Region, Inuit Population (15+), Per Cent, Inuit Nunangat=100, 1996-2011

	Nunavik		Nunatsiavut		Nunavut		Inuvialuit region		Inuit Nunangat	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>1996</b>	110.9	107.6	71.0	87.7	100.8	97.1	92.5	106.7	100.0	100.0
<b>2001</b>	107.2	108.3	60.8	90.6	101.1	97.5	106.9	101.0	100.0	100.0
<b>2006</b>	108.5	110.2	62.5	85.0	100.7	98.3	102.0	95.8	100.0	100.0
<b>2011</b>	118.1	118.9	76.9	93.4	95.9	93.8	94.6	95.3	100.0	100.0

## Labour Force Participation Rate by Gender, Inuit Nunangat by Region, Inuit Population (15+), Per Cent, 1996-2011

	<b>Nunavik</b>		<b>Nunatsiavut</b>		<b>Nunavut</b>		<b>Inuvialuit Region</b>		<b>Inuit Nunangat</b>	
	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
<b>1996</b>	64.5	57.4	54.2	52.5	62.3	54.4	61.6	58.1	62.1	55.3
<b>2001</b>	63.2	60.2	56.0	55.8	64.1	59.0	65.5	59.2	63.5	59.1
<b>2006</b>	65.5	64.7	54.4	51.9	61.1	56.6	65.6	59.4	62.0	58.4
<b>2011</b>	64.9	64.8	60.7	58.3	58.4	54.9	59.6	54.3	60.1	57.5
<sup>Δ</sup> <b>1996- 2011</b>	0.4	7.4	6.5	5.8	-3.9	0.5	-2.0	-3.8	-2.0	2.2

Full Report, “Nunavik’s Labour Market And Educational Attainment Paradox” Available At:

<http://www.csls.ca/reports/csls2016-13.pdf>