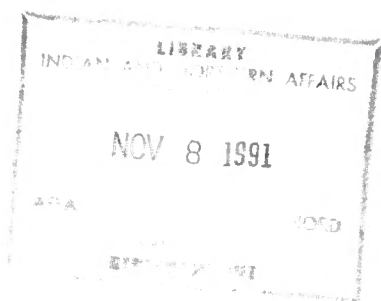


LABOUR FORCE SURVEY, MANOUANE

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LABOUR FORCE SURVEY

M A N O U A N E

RESEARCH AND EVALUATION
PLANNING DIVISION
INDIAN AND NORTHERN AFFAIRS CANADA

STE-FOY
1978

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INTRODUCTION

The present report gives the results of an inquiry concerning the population of working age of the Manouane Band.

This inquiry dealt with the linguistic knowledge, training, work experience and aspirations of the population with respect to employment. It was aimed at the population age 15 and over and some sections of the inquiry dealt specifically with students and housewives. In all, 335 interview schedules were filled out including 59 by students and 116 by housewives.

The inquiry took place during the fall of 1977 under the direction of Mr. Richard Petiquay who was engaged by the Manouane Band Council, in collaboration with the Research and Evaluation Division of Indian and Northern Affairs Canada (INAC).

The people of Manouane made a remarkable contribution to this research project which will help pave the way for an overall development plan for the reserve. In fact, 76% of the population aged 15 and over replied to the inquiry.

The report contains information which should give the Manouane Band an accurate picture of its present manpower situation and enable it to formulate a development plan in line with the potential and aspirations of its population.

CHAPTER 1

SCOPE OF THE INQUIRY

Table 1 gives the distribution of the population interviewed by sex and age. As will be seen, the rate of response to the inquiry was very high whatever the age group or sex.

The population under the age of 15 was not specifically included in the inquiry; however, 13 persons in the 10-14 age group, all still at school, did nonetheless fill out a questionnaire which explains the only low response rates.

Among the population most likely to belong to the labour force, namely men between the ages of 20 and 59, only 20 persons were not contacted.

The results of the inquiry give an accurate picture of the situation because our sample was very nearly the total population and each of the persons contacted was able to report his particular skills and aspirations. The questionnaires, moreover, were filled out with the help of an Indian interviewer who could translate the questions into Attikamek when necessary to ensure that they were thoroughly understood.

TABLE 1

POPULATION INTERVIEWED DURING INQUIRY
CONCERNING THE WORKING-AGE POPULATION
COMPARED WITH THE TOTAL POPULATION, BY SEX AND AGE GROUP
MANOUANE - 1977

AGE GROUP ON 31.12.76	<u>M A L E S</u>			<u>F E M A L E S</u>		
	POPULATION INTERVIEWED	TOTAL POPULATION ON RESERVE	%	POPULATION INTERVIEWED	TOTAL POPULATION ON RESERVE	%
	(1)	(2)	(1)/(2)	(4)	(5)	(4)/(5)
10-14	5	73	6.8	8	86	9.3
15-19	41	65	63.1	39	61	63.9
20-24	27	32	84.4	20	33	60.6
25-29	21	26	80.8	18	23	78.3
30-34	13	16	81.3	18	22	81.8
35-39	15	16	93.6	19	20	95.0
40-44	10	10	100.0	14	16	87.5
45-49	11	16	68.8	11	12	91.7
50-54	8	9	88.9	6	7	85.7
55-59	6	7	85.7	1	2	50.0
60-64	2	4	50.0	4	5	80.0
65 & over	13	14	92.9	5	5	100.0
TOTAL:	172	288	59.7	163	292	55.8
TOTAL EXCLUDING THE 10-14 GROUP:	167	215	77.7	155	206	75.2

CHAPTER 2

LINGUISTIC SKILLS

All the 330 persons who replied to the question concerning linguistic knowledge said they knew Attikamek; of these persons, two-thirds understood, spoke and wrote the language. Thirty-seven (37) persons only spoke Attikamek and they were mainly elderly, their average age being over 50 (see Tables 2 and 3).

French is the second most important language, being known by 88% of respondents. However, only 190 persons (58%) knew French well enough to understand, speak and write it. Finally, 63 persons knew English, but most had only a limited knowledge of the language (understood only).

Most of those with a knowledge of the three languages were younger members of the band under 30 years of age. Similarly, the great majority of bilingual members were under 40.

To sum up, the under-40 population is either bilingual or trilingual, with about four exceptions. As far as jobs are concerned, the linguistic knowledge of the Manouane population does not in itself constitute a major handicap in finding work off the reserve. It should be noted, however, that many of the persons classified as "bilingual" cannot write French, which limits the type of jobs they might obtain.

TABLE 2
LANGUAGE SKILLS*
MANOUANE - 1977

		In % of Respondent <u>Population</u>	
Attikamek:	Understood only	1	0.3
	Understood and spoken	118	35.8
	Understood, spoken and written	211	63.9
	Known	330	100.0
French:	Understood only	76	23.0
	Understood and spoken	24	7.3
	Understood, spoken and written	190	57.6
	Known	290	87.9
	Not known	40	12.1
English:	Understood only	49	14.9
	Understood and spoken	11	3.3
	Understood, spoken and written	3	0.9
	Known	63	19.1
	Not known	267	80.9

*Five persons did not reply to this question thus reducing the sample to 330 persons.

TABLE 3
LINGUISTIC SKILLS BY AGE*
MANOUANE - 1977

AGE	UNILINGUAL ATTIKAMEK	<u>B I L I N G U A L</u>		<u>T R I L I G U A L</u>
		FRENCH- ATTIKAMEK	ENGLISH- ATTIKAMEK	
10-14	0	8	0	5
15-19	1	68	0	11
20-24	0	37	0	9
25-29	0	30	0	7
30-34	0	21	0	8
35-39	3	26	0	5
40-44	8	14	0	2
45-49	11	7	1	3
50-54	2	8	1	3
55-59	2	3	0	2
60-64	2	3	0	1
65 & over	8	4	2	4
TOTAL:	37	229	4	60

*Five persons did not reply to this question thus reducing the sample to 330 persons.

CHAPTER 3

EDUCATION

General Education

The average number of school grades completed amounts to 7.1 for men and 6.1 for women. At all ages women have less education than men.

Two thirds of the men have completed their elementary studies, whereas this is the case for only 54.7% of women. Similarly, 9.5% of men and only 1.8% of women have completed their secondary studies.

A marked upswing in the educational level is to be seen between the generations born before 1940 and the more recent generations. Persons born before 1940 have, in fact, been to school very little or not at all. The few years of schooling they do have is the result of the summer courses which were given at the time, or the elementary courses for adults obtained more recently.

With the introduction of regular school system on the reserve, education made rapid headway; for persons born between 1947 and 1951, the average educational level amounts to 8 grades for women and 10 for men. In the latter case, this is a level equal to that of men of the same age at Pointe-Bleue, where the school system has been operating for a longer period of time.

TABLE 4
AVERAGE NUMBER OF SCHOOL GRADES
COMPLETED BY SEX AND AGE
MANOUANE

AGE GROUP	M	F
10-14	7.6	7.5
15-19	9.2	9.0
20-24	10.3	8.9
25-29	10.1	8.0
30-34	7.8	5.6
35-39	6.0	3.6
40-44	2.8	2.7
45-49	2.3	2.1
50-54	3.3	2.7
55-59	6.0	5.0
60-64	3.5	2.8
65 & over	0.1	0.0
Average grades:	7.1	6.1

TABLE 5
NUMBER OF SCHOOL GRADES
COMPLETED BY SEX
MANOUANE 1977

ANNEES DE SCOLARITE	NUMBER	<u>M E N</u>		<u>W O M E N</u>		
		%	CUM. %	NUMBER	%	CUM. %
0	20	11.8	100.0	11	7.0	100.0
1	4	2.4	88.2	4	2.6	93.0
2	5	3.0	85.8	9	5.7	90.4
3	9	5.3	82.8	20	12.8	84.7
4	8	4.7	77.5	12	7.7	71.9
5	5	3.0	72.8	9	5.7	64.2
6	5	3.0	69.8	6	3.8	58.5
7	12	7.1	66.8	16	10.2	54.7
8	23	13.6	59.7	24	15.3	44.5
9	29	17.1	46.1	26	16.6	29.2
10	22	13.0	29.0	14	8.9	12.6
11	11	6.5	16.0	3	1.9	3.7
12	11	6.5	9.5	1	0.6	1.8
13	1	0.6	3.0	0	0.0	1.2
14	2	1.2	2.4	1	0.6	1.2
15	2	1.2	1.2	1	0.6	0.6
TOTAL	169	100.0		157	100.0	
UNKNOWN	3			6		
GRAND						
TOTAL	172			173		

General Education (con't)

With regard to the younger generations, two important factors should be noted:

1. The difference in education between men and women is disappearing; it only represents a tenth of a year for the 10-14 age group.
2. The decline in the number of years of schooling with the younger groups does not indicate a lack of interest on the part of the young in education, but rather that they are still at school and that in several cases, they are making up for time lost in the past. Thus a large number of persons in the 10 - 14 and 15 - 19 age groups are still at elementary or secondary school and their grades will continue to increase until they reach the 20 - 24 age group.

Technical Training

Although the average educational level is relatively high among the younger members of the band as compared with other reserves where the school system has been established for a longer period of time, as far as technical training is concerned, the differences are much more marked.

At Manouane, only 9 persons have completed technical training courses. For the most part, these were persons between the ages of 20 and 30 and whose type of training may be seen in Table 6.

TABLE 6

TECHNICAL TRAINING* BY TYPE OF TRAINING

SEX AND AGE

MANOUANE - 1977

SEX	TYPE OF TRAINING	<u>A G E G R O U P S</u>				TOTAL
		15-19	20-24	25-29	30-34	
Female	Dressmaking	1	-	-	-	1
Male	Automobile Mechanics	-	-	1	-	1
	Electrotechnology	-	-	1	-	1
	Carpentry	-	-	1	-	1
	Conservation Officer	-	-	-	1	1
	Recreation Monitor	-	1	-	-	1
	Social Service	-	1	-	-	1
	Amerindian Techniques	-	1	1	-	2
	TOTAL:	1	3	4	1	9

*including adult education courses lasting ten months and over.

Short Training Courses

Under this heading we have combined all the other types of courses that have been taken by the population, but less than ten months in length. Elementary and secondary courses are included when the level reached was not mentioned. For example, if a person said he had taken a Secondary 1 adult education course for a period of 12 weeks and that this course had been completed, it was included in general education (i.e., 8 school grades completed) and the course was not considered as a short training course. On the other hand, if this person did not mention the level of the course taken, then it was classified as a short course.

In all, 98 persons had taken short courses, nearly half of which were elementary or secondary general education courses given by the Canada Manpower Centre. Since we were not able to obtain the educational level reached by these 45 persons, the average level of schooling to be found in Table 4 should thus be higher on account of the knowledge acquired during these courses.

The second most important course was handicrafts, which represented 25% of the special short training courses taken.

Almost all the other courses were taken by men in fields such as mechanics, guiding, police techniques, etc. (see Table 7).

It should be noted that most of the people who took special short courses were between the ages of 20 and 34. In fact, of the 13 men aged 30 - 34 who had replied to the inquiry, 11 had taken short courses and one had taken

a technical training course as a conservation officer. Of the 21 men aged 25 to 29, 16 had taken short courses and 4 had a technical training. Lastly, of the 27 men between the ages of 20 and 24, 16 had taken short courses and 3 had taken technical training courses.

As for the women, the percentage of those who had taken short courses was much lower and reached a maximum of 33% in the 25 - 29 age group.

Diplomas, Certificates and Competency Cards

Very few persons had obtained diplomas, certificates or competency cards (see Table 8). These diplomas usually corresponded with completed technical training courses.

TABLE 7
SHORT TRAINING COURSES BY TYPE OF TRAINING
SEX AND AGE - MANOUANE - 1977

<u>SEX</u>	<u>TYPE OF TRAINING</u>	<u>A G E G R O U P S</u>										TOTAL
		15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	
Female	Elementary-Secondary Education	3	1	2	4	-	1	-	-	-	-	11
	Handicrafts	1	4	3	-	2	2	1	-	-	1	14
	Teacher Training	-	1	1	-	-	-	-	-	-	-	2
	Total:	4	6	6	4	2	3	1	-	-	1	27
Male	Elementary-Secondary Education	-	9	4	7	6	3	-	2	1	2	34
	Handicrafts	4	3	2	-	-	-	1	-	2	-	12
	General Mechanics	-	-	2	1	-	1	1	-	-	-	5
	Mechanics - Snowmobile, chain saw	-	-	1	-	2	1	1	-	-	-	5
	Automobile Mechanics	-	-	-	1	-	-	-	-	-	-	1
	Diesel Mechanics	-	-	-	1	-	-	-	-	-	-	1
	Welding	-	-	-	1	-	-	-	-	-	-	1
	Carpentry	-	-	2	-	-	-	-	-	-	-	2
	Guiding	-	1	1	-	-	1	-	-	-	-	3
	General Forestry	-	1	1	-	-	-	-	-	-	-	2
	Police Techniques	-	1	1	-	-	-	-	-	-	-	2
	Teacher Training	-	-	1	-	-	-	-	-	-	-	1
	Community Organization	-	-	1	-	-	-	-	-	-	-	1
	Sculpture	-	-	-	-	-	-	-	-	-	-	1
	Total:	4	16	16	11	8	6	3	2	3	2	71

TABLE 8

DIPLOMAS, CERTIFICATES &
COMPETENCY CARDS
ACCORDING TO FIELD OF STUDY

MANOUANE - 1977

Diplomas	:	2
Certificates	:	8
- general mechanics	: 1	
- electro technology	: 1	
- teacher - training	: 2	
- shorthand-typist	: 1	
- handicrafts	: 1	
- Indian techniques	: 2	
Competency Cards	:	2
- general forestry	: 1	
- woodworking, carpentry	: 1	

CHAPTER 4

OCCUPATIONS OF THE POPULATION INTERVIEWED

This chapter deals only with the main occupational categories of the population interviewed at the time the questionnaire was filled out: employed, unemployed, student, disabled or retired, housewife. Distribution of respondents by these categories, and by sex and age will be found in Table 9.

The Female Population

As it will be noted, 71.2% of women were housewives, distributed over almost all age groups. Only 15 women were part of the labour force. If the 10-14 and 65 and over age groups are excluded, we obtain a low participation rate of 10%. The women who worked were young, since only one of them was over 30.

The Male Population

Most of the male population interviewed was part of the labour force. Again excluding the 10-14 and 65 and over age groups, the male participation rate in the labour force amounted to 81.8%.

Main Occupational Categories by Education

The occupational structure by education reflects the increase in schooling with the different generations as well as the low educational level of the women seen in the previous chapter.

TABLE 9
OCCUPATIONS OF THE POPULATION INTERVIEWED
AT TIME OF LABOUR FORCE SURVEY
BY SEX AND AGE GROUP
MANOUANE - 1977

	EMPLOYED	UNEMPLOYED	STUDENT	DISABLED OR RETIRED	HOUSEWIFE	TOTAL
<u>Males</u>						
10-14	-	-	5	-	-	5
15-19	5	15	21	-	-	41
20-24	11	15	1	-	-	27
25-29	10	10	1	-	-	21
30-34	8	5	-	-	-	13
35-39	3	12	-	-	-	15
40-44	2	7	-	1	-	10
45-49	3	8	-	-	-	11
50-54	1	6	-	1	-	8
55-59	1	4	-	1	-	6
60-64	-	-	-	2	-	2
65 & over	-	-	-	13	-	13
TOTAL	44	82	28	18	-	172
IN %	25.6	47.7	16.3	10.4	-	100.0
<u>Females</u>						
10-14	-	-	8	-	-	8
15-19	-	2	12	-	25	39
20-24	3	2	1	-	14	20
25-29	7	-	-	-	11	18
30-34	-	-	-	-	18	18
35-39	-	-	-	1	18	19
40-44	1	-	-	1	12	14
45-49	-	-	-	1	10	11
50-54	-	-	-	2	4	6
55-59	-	-	-	-	1	1
60-64	-	-	-	1	3	4
65 & over	-	-	-	5	-	5
TOTAL	11	4	21	11	116	163
IN %	6.7	2.5	12.9	6.7	71.2	100.0
GRAND TOTAL:	55	86	49	29	116	335
IN %	16.4	25.7	14.6	8.6	34.6	100.0

TABLE 10
OCCUPATIONS BY EDUCATIONAL
LEVEL - MANOUANE - 1977

SCHOOL GRADES COMPLETED	EMPLOYED	UNEMPLOYED	STUDENT	DISABLED RETIRED	HOUSEWIFE
No reply	5	1	-	2	1
0	1	7	-	19	4
1	-	3	-	1	4
2	-	4	-	2	8
3	2	6	-	1	20
4	1	6	-	2	11
5	2	3	1	-	8
6	3	3	-	-	5
7	3	5	5	2	13
8	6	11	14	-	16
9	10	21	6	-	18
10	7	13	10	-	6
11	3	2	8	-	1
12	9	1	1	-	1
13	1	-	-	-	-
14	2	-	1	-	-
15	-	-	3	-	-
TOTAL:	55	86	49	29	116
AVERAGE GRADES:	9.0	6.6	9.5	1.1	5.7

Main Occupation Categories by School Grades Completed

The disabled and the retired, to be found among the oldest members of the band, had a very low educational level of 1.1 grades on the average.

Next came the housewives the majority of whom had not completed their elementary studies (5.7 grades on the average). The best educated (and also the youngest) were the students, who had already completed an average of 9.5 grades.

Among the labour force, it is important to note the difference between the average schooling of the employed (9 grades) and the unemployed (6.6 grades). It is obviously easier to find work with a higher educational background.

Main Occupational Categories by Linguistic Knowledge

The band members who spoke only Attikamek were mainly to be found among the retired and the housewives and only two unilingual Attikamek-speakers were employed at the time of the inquiry (see Table 11).

Among the employed, 68% were bilingual Attikamek-French and 26% were trilingual. These percentages were about the same, though a little less (67.5% and 24.4% respectively), among the unemployed, the difference being due to the larger number of unilingual Attikamek-speakers among the unemployed.

A knowledge of English, therefore, does not seem to make it any easier for the Manouane population to find work. On the other hand, a lack of French probably does play a negative role in looking for a job.

TABLE 11
MAIN OCCUPATIONAL CATEGORIES BY LINGUISTIC
KNOWLEDGE - MANOUANE - 1977

	<u>UNILINGUAL</u>	<u>BILINGUAL</u>		<u>TRILINGUAL</u>	<u>TOTAL</u>
	<u>ATTIKAMEK</u>	<u>FRENCH</u> <u>ATTIKAMEK</u>	<u>ENGLISH</u> <u>ATTIKAMEK</u>		
Employed	2	34	1	13	50*
Unemployed	7	58	0	21	86
Student	0	35	0	14	49
Disabled or Retired	11	10	3	5	29
Housewife	17	92	0	7	116
TOTAL:	37	229	4	60	330

*Five employed persons did not reply to the question on linguistic knowledge.

CHAPTER 5
THE LABOUR FORCE

Occupations

Tables 12 and 13 give the distribution of male and female workers by occupation and age group.

The male members of the work force were mainly concentrated in the forest industry (38.1% of the total labour force) and in the building trade (23.0%). Within these categories, the day labourers or unskilled workers were the most numerous.

The relatively large number of young persons classified as having "no fixed occupation" should be noted. These are young persons who stated they had no usual occupation and had not worked since leaving school.

the occupations which require more instruction, such as administration and teaching, were all filled by young persons under 30 years of age. The population aged 40 and over was concentrated in unskilled jobs such as day labourer in the building trade, loggers, and unskilled workers in the forest industry.

Female labour was mainly employed in the teaching sector (8 women out of 15).

TABLE 12

MALE MANPOWER BY OCCUPATION AND AGE GROUPMANOUANE - 1977

	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	TOTAL
<u>ADMINISTRATION</u>										
Civil Servant	-	2	2	-	-	-	-	-	-	4
Administrator	-	-	1	-	-	-	-	-	-	1
Researcher	-	-	1	-	-	-	-	-	-	1
<u>TEACHING</u>										
Teacher	-	-	1	-	-	-	-	-	-	1
Recreation Monitor	-	1	-	-	-	-	-	-	-	1
<u>BUSINESS</u>										
Storekeeper	-	-	-	-	-	1	-	-	-	1
Saleman, Sales Clerk	1	1	-	-	-	-	-	-	-	2
Manager, Assistant Manager	-	-	-	-	1	-	-	-	1	2
<u>SERVICES</u>										
Policeman, Security Officer	-	1	1	-	1	-	-	-	-	3
Game Warden, Club Warden	1	-	-	-	-	3	-	-	1	5
<u>MAINTENANCE SERVICES</u>										
Day Labourer	-	1	-	-	-	-	-	-	-	1
Janitor	1	-	1	2	-	-	-	1	-	5
Night Watchman	1	-	-	-	1	-	-	-	-	2

TABLE 12 (CONT.)

MALE MANPOWER BY OCCUPATION AND AGE GROUP

MANOUANE - 1977

	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	TOTAL
<hr/>										
<u>BUILDING TRADE</u>										
Mechanic	-	-	1	2	-	-	-	-	-	3
Joiner-Carpenter	-	-	3	-	1	-	-	1	-	5
Day Labourer	2	4	3	3	3	2	2	1	3	23
Plumber	-	-	-	-	1	-	-	-	-	1
<u>PROCESSING</u>										
General Factory	2	-	-	-	-	-	-	-	-	1
Heavy Machine Operator	-	-	-	1	-	-	-	-	-	1
<u>FOREST INDUSTRY</u>										
Logger	1	5	1	3	1	-	1	2	-	14
Equipment Operator	-	2	1	1	1	-	1	-	-	6
Log-roller	-	-	1	-	-	-	2	-	-	3
Skilled Worker	-	-	-	1	-	-	-	-	-	1
Unskilled Worker	4	2	4	-	4	3	3	1	-	21
<u>HUNTER & TRAPPER</u>	-	-	-	-	-	-	1	1	-	2
<u>NO FIXED OCCUPATION</u>	7	6	-	-	1	-	1	-	-	15
TOTAL:	20	26	20	13	15	9	11	7	5	126

TABLE 13

FEMALE MANPOWER BY USUAL OCCUPATION AND AGE GROUPMANOUANE - 1977

OCCUPATION	<u>A G E G R O U P</u>				TOTAL
	15-19	20-24	25-29	40-44	
Civil Servant	-	-	2	-	2
Teacher	-	4	3	-	7
Supervisor (School)	1	-	-	-	1
Check-out Clerk	-	-	1	-	1
Cook	-	-	-	1	1
Cleaning Women, Domestic Help	-	1	1	-	2
No Fixed Occupation	1	-	-	-	1
TOTAL:	2	5	7	1	15

Unemployment Level

Our study was concerned with labour force activity during the following 6-month periods:

Period 1: May 1st to October 31st, 1976

Period 2: November 1st, 1976 to April 30th, 1977

Period 3: May 1st to October 31st, 1977

For each of these periods, we calculated the number of weeks worked in each field of usual occupation, and by comparing this number with the potential number of work weeks, we were able to obtain derived unemployment rates for each period and for each type of job. These rates were calculated separately for persons who were unemployed at the time of the inquiry and for persons who were employed at the time of the inquiry.

For the Manouane labour force as a whole, the unemployment level was very high since it stood at 73.2% from May to October 1976, 67.7% from November 1976 to April 1977 and 61% from May to October 1977. The unemployment rate was thus 67.3% for the entire period.

Generally speaking, the persons who were unemployed at the time of the inquiry were quite obviously, for the most part, permanently unemployed. Thus, among the 86 persons unemployed at the time of the inquiry, 70, 53 and 64 had not worked at all during Periods 1, 2 and 3 covered by the inquiry respectively (see Table 14). The unemployment rate in this group was always over 80.0%.

On the other hand, among the persons employed at the time of the inquiry, about half had worked 26 weeks during each of the three periods.

Unemployment Level (Cont.)

A considerable decline in the unemployment rate can be seen in the group that was employed at the time of the inquiry, since this rate, which stood at 48.5% from May to October 1976, dropped to 19.1% from May to October 1977.

Part of this decrease was possibly artificial and due to the fact that the persons interviewed were more likely to recall all the occupations they may have had in a recent period than those they had previously.

TABLE 14
WEEKS WORKED BY LABOUR FORCE
AND UNEMPLOYMENT RATE - MANOUANE
MAY 1976 TO OCTOBER 1977

	NUMBER OF CASES	0	1-8	9-16	17-25	26	TOTAL NUMBER OF WEEKS WORKED	UNEMPLOYMENT RATE
Period 1 (May to October 1976)								
Unemployed (1)	86	70	6	4	2	4	246	89.0
Employed (1)	55	22	5	1	3	24	736	48.5
Total	141	92	11	5	5	28	982	73.2
Period 2 (November 1976 to April 1977)								
Unemployed (1)	86	53	7	23	1	2	402	82.0
Employed (1)	55	24	1	0	2	28	783	45.2
Total	141	77	8	23	3	30	1 185	67.7
Period 3 (May to October 1977)								
Unemployed (1)	86	64	4	14	4	0	273	87.8
Employed (1)	55	0	6	7	12	30	1 157	19.1
Total	141	64	10	21	16	30	1 430	61.0

(1) Situation at time of inquiry.

TABLE 15

UNEMPLOYMENT BY USUAL OCCUPATION AND 6-MONTH PERIOD

<u>Usual Occupation</u>	<u>MANOUANE</u>				
	<u>Number of Cases</u>	<u>May to Oct. 76</u>	<u>Nov. 76 April 77</u>	<u>May to Oct. 77</u>	<u>May 76 Oct. 77</u>
Civil Servant	6	23.1	16.7	5.8	15.2
Administrator	1	0.0	0.0	0.0	0.0
Researcher	1	100.0	100.0	23.1	74.4
Teacher	8	17.3	8.7	8.7	11.5
Recreation Monitor	1	84.6	0.0	0.0	28.2
Check-out Clerk	1	69.2	0.0	0.0	23.1
Salesman	2	84.6	25.0	50.0	53.2
Storekeeper	1	0.0	0.0	0.0	0.0
Manager, Assistant Manager	2	0.0	3.8	0.0	1.3
Cook	1	0.0	0.0	0.0	0.0
Housekeeper	1	84.6	84.6	84.6	84.6
Policeman	3	25.6	0.0	20.5	15.4
Game Warden	5	60.0	50.8	60.0	56.9
Day Labourer - Maintenance	1	100.0	100.0	19.2	73.1
Janitor	5	20.0	20.0	7.7	15.9
Guard, Night Watchman	2	92.3	50.0	48.1	63.5
Maid, Babysitter	2	50.0	50.0	50.0	50.0
Hunter, Trapper	2	100.0	100.0	100.0	100.0
Logger	14	90.7	78.0	76.1	81.6
Forestry Equipment Operator	6	51.3	94.9	55.1	67.1
Log-roller	3	100.0	100.0	48.7	82.9
Unskilled Forest Worker	21	87.2	66.8	100.0	84.7
Mechanic	3	66.7	62.8	24.4	51.3
Carpenter	5	100.0	100.0	50.8	83.6
General Factory worker	2	84.6	100.0	50.0	78.2
Heavy Machine Operator	1	100.0	100.0	100.0	100.0
Construction Worker	16	84.1	92.3	69.2	81.9
Plumber	1	100.0	100.0	100.0	100.0
Skilled Forest Worker	1	100.0	100.0	11.5	70.5
No Fixed Occupation	16	100.0	100.0	100.0	100.0
TOTAL	141	73.2	67.7	61.0	67.3

Unemployment Rate by Field of Activity

The unemployment level varied greatly according to the field of activity or usual occupation. Generally speaking, unemployment was lowest for persons whose usual occupation was in the administrative, teaching or business sectors (see Table 15).

Since, in certain occupational categories, the number of persons concerned was very low, if not equal to one, the unemployment rate was necessarily greatly influenced by the fact that such a person had or had not found a job at a particular time. We shall merely examine the occupational categories which numbered more than five persons. Of these categories, it was the teachers and civil servants who had the lowest unemployment rates, namely 11.5% and 15.2% respectively for the period as a whole. They were followed by the forest equipment operators, with an unemployment rate of 67.1%. Loggers and day labourers in the construction trade had similar unemployment levels, namely 81.6 and 81.9%. It was the unskilled forest workers who had the highest unemployment rate - 84.7%. That is to say that 21 persons classified in this category had not worked for 84.7% of the time between May 1976 and October 1977. None of these 21 persons, moreover, had worked between May and October 1977.

The decline in unemployment during Period 3, from May to October 1977, is mainly due to the increase in the number of weeks worked by the forestry equipment operators, log-rollers, loggers, mechanics, carpenters and day labourers in the building trade. Whereas the total number of weeks worked at Manouane rose from 1 185 to 1 430 from Period 2 to Period 3 (i.e., a net increase of 245 work weeks for the labour force as a whole), the number of weeks worked by the groups mentioned above increased by 341. On the other hand, losses were mainly reported among the unskilled forest workers.

Unemployment Rate by Sex and Age

Female Unemployment

The unemployment rate of the women was much lower than that of the men since, for the period as a whole, the female unemployment rate was 27.4% whereas the male unemployment rate was as high as 72.0%. This is explained by the fact that women who were not likely to find work mainly because jobs were simply not available, were not counted in the labour force. The only women included in the labour force were those with a job at the time of the inquiry (the latter worked regularly, moreover, throughout the period, with an unemployment rate of 5.2%) and four women who did not consider themselves as housewives and who had already worked or were looking for work.

Male Unemployment

As mentioned above, male unemployment was very high but varied greatly according to age. It reached its highest level among the 15-24 year olds and in the 45-49 age group (see Table 16), and its lowest level among the 25-34 year olds for the male labour force as a whole.

Among the men who were employed at the time of the inquiry, the highest unemployment rates were to be found in the under-25s and in the 45-49 age group.

Among those unemployed at the time of the inquiry, unemployment rates for the period as a whole were over 75% for all age groups. The lowest levels were obtained for those between the ages of 25 and 40.

In conclusion, unemployment at Manouane was widespread and very high whatever the sex, age, or type of occupation. Unemployment was even more acute among the young and among middle-aged men. It was low only among the men or women with the most education, who were able to fill professional or semi-professional jobs.

TABLE 16
MALE UNEMPLOYMENT RATE BY AGE AND OCCUPATION
AT TIME OF INQUIRY - MANOUANE
PERIOD FROM 1ST MARCH 1976 TO 31ST OCTOBER 1977

Age Group	<u>Persons Employed</u>			<u>Persons Unemployed</u>			<u>Total</u>		
	Number of Persons	Number of Weeks Worked	Unemploy- ment Rate %	Number of Persons	Number of Weeks Worked	Unemploy- ment Rate (%)			
15-19	5	156	60.0	15	106	90.9	20	262	83.2
20-24	11	336	60.8	15	76	93.5	26	412	79.7
25-29	10	575	26.3	10	146	81.3	20	721	53.8
30-34	8	320	48.7	5	74	81.0	13	394	61.1
35-39	3	111	52.6	12	221	76.4	15	332	71.6
40-44	2	156	0.0	7	97	82.2	9	253	64.0
45-49	3	55	76.5	8	57	90.9	11	112	86.9
50-54	1	78	0.0	6	81	82.7	7	159	70.9
55-59	1	76	2.6	4	27	91.3	5	103	73.6
Total	44	1 863	45.7	82	885	86.2	126	2 748	72.0

Note: The Unemployment rate was calculated by comparing the number of unemployed weeks with the maximum number of working weeks possible during the period, i.e. 78 weeks per person:

$$R = \frac{(78 \times N) - W \times 100}{78 \times N}$$

where R = Unemployment
Rate
N = Number of persons
in group concerned
W = Number of weeks
worked by group concerned

Employers

The Manouane Band Council was the most important employer at Manouane since it had hired 27 of 55 persons who were employed at the time of the inquiry. Similarly, among the unemployed, 36 persons out of 62 who said they had already had a job, cited the band council as their last employer.

The second largest employer was Consolidated Bathurst Ltd., which employed 3 of the 55 employed persons and had been the last employer of 10 persons subsequently unemployed (see Table 17).

Hours and Place of Work

Only two persons worked part-time, namely a band council employee and a night watchman. The great majority of the employed, namely 44 out of 55, worked on the reserve. The persons who worked off the reserve were 2 conservation officers, 1 logger, 4 forest equipment operators, 1 log-roller, 2 mechanics and 1 skilled forest worker.

Similarly, among those unemployed at the time of the inquiry, the last job filled was mostly a full-time job, only 3 persons having had a part-time job. Over three-quarters of the unemployed had worked on the reserve during their last job. The largest group consisted of 17 loggers employed by the band council who had worked on preparing the camping ground. The 14 persons working off the reserve were 2 loggers, 4 forest equipment operators, 4 log-rollers, 1 welder, 2 factory workers and one administrator.

Job Instability

Job instability is reflected in the number of work experiences accumulated by the labour force during the relatively short

period covered by the inquiry, namely from May 1976 to October 1977.

Job Instability (Cont'd)

A work experience is taken to mean the same occupation whatever the employer. Thus, those who had two work experiences had been able to work for a certain time as a logger and then as a day labourer.

During this 18-month period, of the 141 persons participating in the labour force, 24 had no work experience, whereas 94 had had one work experience, 18 had two and 5 had three.

The number of employers is an even clearer indicator of job instability. One hundred and ten persons out of 141 had two different employers during this 18-month period, whereas two persons had three employers. Only five persons had had only one employer.

TABLE 17
MANPOWER ACCORDING TO EMPLOYER
MANOUANE - 1977

<u>Employer</u>	<u>Persons Employed AT Time</u>	<u>Persons Unemployed at Time</u>	<u>Total</u>
Self-employed	1	0	1
Band Council	27	36	63
Indian other than Council	2	2	4
Indian & Northern Affairs Canada (INAC)	5	3	8
Federal Government other than INAC	5	1	6
Provincial Government	0	0	0
Canadian Inter- national Paper (CIP)	0	0	0
Consolidated Bathurst (CB)	8	10	18
Other non-Indian Employer	7	10	17
TOTAL:	55	62	117

CHAPTER 6
TRADITIONAL ACTIVITIES

Four questions in the inquiry concerned traditional activities. They were specifically aimed at workers and housewives, but certain retired persons and students also replied to them.

On the whole, the population found it difficult to reply to these questions, either because the questions were not properly understood or because respondents' memories were faulty. Thus, a large number of persons replied "a few" or "several" to the question, "How many fishing, hunting, trapping or food collecting trips did you make during the year?" On the other hand, we had to eliminate several conflicting replies (for example, when someone replied that he spend an average of two days a month on traditional activities, but also said he had made ten hunting or trapping trips of one week each on the average).

In all, 250 persons replied to the question on the number of days spent on traditional activities. Of this number, 68 women and 8 men said they had no traditional activity. Nearly 75% of the women under 30 years of age practised no traditional activity (including handicrafts). Among the men, this proportion was very low in all age groups (see Table 18).

Nearly 40% of the men regularly practised traditional activities (namely those who replied "several days" and those who replied "ten days and more a month"). This proportion is slightly higher among those in the 20-24 and 40-50 age groups.

These replies generally corresponded with the aspirations expressed by the labour force with regard to traditional activities (see Chapter 7).

TABLE 18
NUMBER OF DAYS SPENT ON TRADITIONAL ACTIVITIES BY SEX AND AGE
MANOUANE - 1977

		15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 et over	Total
<u>Females</u>	Number of Days												
	00	17	11	13	9	7	7	2	1	0	1	0	68
	01-04	2	1	0	0	1	2	0	0	0	0	0	6
	05-09	2	0	0	3	0	0	1	1	0	0	0	7
	10-19	1	1	0	1	0	1	1	0	1	0	0	6
	20 & Over	1	1	0	2	0	0	0	0	0	0	0	4
	A few	2	1	1	3	3	0	4	0	0	0	0	14
	Several Times	1	1	0	0	6	2	3	2	0	2	0	17
	Total	26	16	14	18	17	12	11	4	1	3	0	122
<u>Males</u>													
	00	1	2	1	1	1	1	0	1	0	0	0	8
	01-04	6	6	5	4	4	3	1	1	3	0	1	34
	05-09	4	4	7	2	2	1	2	1	0	0	0	23
	10-19	6	3	4	0	3	1	0	2	1	0	1	21
	20 & over	1	1	1	0	0	1	0	0	0	0	0	4
	A few	2	2	0	4	4	0	1	0	0	0	0	13
	Several Times	2	8	1	0	1	3	5	3	1	0	1	25
	Total	22	26	19	11	15	10	9	8	5	0	3	128

As might be expected, the persons employed at the time of the inquiry took less part in traditional activities since only 8 persons in this group said they practised them often or for ten days a month or more. On the other hand, 38 of the unemployed did participate regularly in traditional activities, 8 sometimes, 9 never and 27 less than 10 days a month.

Trips connected with Traditional Activities

Participation of women in these trips is limited since only 21 women said they had made one or more trips during the year previous to the inquiry. However, among these women, 13 said they had been several times and 3 others had been 5 times or more (see Table 19).

Among the men, the situation was rather the opposite: only 7 persons said they had made no trips connected with traditional activities. Over half the respondents said they had made several trips during the year, whereas 16% had only made from 1 to 4 trips. In proportion to the population of their respective age group, it was mainly the men aged 40 and over who had made the most trips.

TABLE 19
PARTICIPATION IN FISHING, HUNTING OR TRAPPING TRIPS BY SEX AND AGE
MANOUANE - 1977

<u>FEMALES</u>	<u>Number of Trips</u>	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 & over	Total
	0	20	13	13	13	13	10	7	1	1	3	-	94
	1-4	2	-	-	-	1	-	-	1	-	-	-	4
	5-9	-	1	-	-	1	-	-	-	-	-	-	2
	10-19	-	-	-	-	1	-	-	-	-	-	-	1
	A Few	1	-	-	-	-	-	-	-	-	-	-	1
	Several	2	1	1	3	1	3	-	2	-	-	-	13
	TOTAL:	25	15	14	16	17	13	7	4	1	3	-	115
<u>MALES</u>	0	2	1	1	1	1	-	-	1	-	-	-	7
	1-4	4	4	3	2	1	3	-	3	-	-	-	20
	5-9	1	4	-	1	2	-	2	-	-	-	-	10
	10-19	1	2	4	1	1	-	1	-	2	-	1	13
	20 & over	-	2	1	-	-	-	-	-	1	-	-	4
	A Few	-	1	3	-	2	-	-	-	-	-	-	6
	Several	14	11	6	4	8	6	7	4	2	-	2	64
	TOTAL:	22	25	18	9	15	9	10	8	5	-	3	124

CHAPTER 7

ASPIRATIONS OF THE LABOUR FORCE

Occupational Preference

A high proportion of the labour force would like to alternate between paid a job and traditional activities. In all, 59 persons out of the 128 who replied to the question expressed this preference (see Table 20).

However, 21 men said they preferred traditional activities only and were mainly to be found in the over-35 age groups.

Lastly, a year-long paid job was mainly preferred by the women belonging to the labour force and by men under the age of 40. However, this choice was always made by less than 50% of the men in each age group. Among the under-30s, only 36% of the men wanted a year-round paid job.

Among those who said they preferred traditional activities all the year round, only five thought they could earn their living in that way. This opinion was shared by about the same percentage of persons who preferred a year-round paid job and by a third of those wishing to alternate between traditional activities and a paid job. In all, 28.1% of the respondents thought that they could earn their living and that of their family by means of traditional activities.

Working Hours Wanted

Almost all the persons responding (96%) said they preferred a full-time job, in other words a full week, rather than part-time work.

TABLE 20
OCCUPATIONAL PREFERENCE BY SEX AND AGE
MANOUANE - 1977

	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30-34</u>	<u>35-39</u>	<u>40-44</u>	<u>45-49</u>	<u>50-54</u>	<u>55-59</u>	<u>TOTAL</u>
<u>WOMEN</u>										
Year-round paid job	1	3	4	0	0	1	0	0	0	9
Paid job & trad. activities	1	0	1	0	0	0	0	0	0	2
TOTAL	2	3	5	0	0	1	0	0	0	11
No reply	-	2	2	-	-	-	-	-	-	4
<u>MEN</u>										
Traditional activities	1	2	0	2	4	3	3	4	2	21
Year-round paid job	6	9	7	4	7	2	1	1	2	39
Paid job & trad. activities	12	12	12	5	4	4	5	2	1	57
TOTAL	19	23	19	11	15	9	9	7	5	117
No reply	1	3	1	2	-	-	2	-	-	9

Nature of Job Wanted

In the female labour force, the jobs wanted usually corresponded with the job filled. It should be noted, however, that five persons among the public service employees and teachers did not reply to the question concerning the job wanted (see Table 21).

Among the men between the ages of 15 and 19, the job wanted by the largest number was that of game warden, fire warden or club warden (see Table 22). The second most popular job was that of mechanic. While the majority of young men from 15 to 19 years of age gave forest occupations as their usual occupation (see Chapter 5), none of them aspired to a job in that sector.

In the older age groups, there were no clearly defined aspirations, since the jobs wanted were fairly equally divided between the various fields of employment.

In all, 22 men, (i.e., 19.1% of the sample) did not know what kind of job they would prefer and were willing to accept any unskilled work. The great majority of these persons were classified, moreover, as unskilled workers with regard to their usual occupation.

The building trades were at the head of the list of jobs wanted, especially carpentry; jobs in the forest industry came second. Next came various trades such as mechanic, game warden and janitor, which were mainly preferred by the younger men.

Furthermore, 25 persons expressed a second choice (see Table 23). Once again, they opted for trades of a mainly professional or technical nature.

TABLE 21
FEMALE LABOUR FORCE BY JOB WANTED (1ST CHOICE)
AND AGE GROUP - MANOUANE - 1977

<u>JOB WANTED</u>	15-19	20-24	25-29	40-44	TOTAL
Civil Servant	-	-	1	-	1
Teacher	1	1	-	-	2
Handicrafts Teacher	-	-	1	-	1
Secretary, Shorthand-Typist	-	1	-	-	1
Check-out Clerk	-	-	1	-	1
Cook	-	-	-	1	1
Cleaning Women, Domestic Help	-	1	1	-	2
Dressmaker	1	-	-	-	1
TOTAL:	2	3	4	1	10

TABLE 22
MALE LABOUR FORCE BY JOB WANTED (1ST CHOICE)
AND AGE GROUP - MANOUANE - 1977

	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	TOTAL
<u>JOB WANTED</u>	<u>A G E G R O U P S</u>									
<u>ADMINISTRATION</u>										
Civil Servant	-	1	2	-	-	-	-	-	-	3
Administrator	-	-	1	-	-	-	-	-	-	1
Researcher	-	1	-	-	-	-	-	-	-	1
<u>TEACHING</u>										
Teacher	-	1	1	-	-	-	-	-	-	1
Recreation Monitor	-	-	-	-	-	-	-	-	-	1
<u>BUSINESS</u>										
Storekeeper	-	-	-	-	-	1	-	-	-	1
Sales Clerk	1	1	-	-	-	-	-	-	-	2
Manager, Assistant-Manager	-	-	-	-	1	-	-	-	1	2
<u>SERVICES</u>										
Policeman, Security Officer	-	2	-	-	-	-	-	-	-	2
Game Warden, Club Warden	5	-	-	-	-	2	-	-	1	8
<u>MAINTENANCE SERVICES</u>										
Day Labourer - Maintenance	-	-	-	-	2	-	-	-	-	2
Janitor	3	-	2	-	-	-	-	1	-	6

	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	TOTAL
<u>HUNTER AND TRAPPER</u>	-	-	-	-	-	1	1	1	-	3
<u>FOREST INDUSTRY</u>										
Logger	-	1	-	3	2	1	-	1	-	8
Equipment Operator	-	2	1	1	1	-	1	-	-	6
Log-roller	-	-	-	-	-	-	2	-	-	2
Skilled Worker	-	1	-	1	-	-	-	-	-	2
Unskilled Worker	-	-	-	-	2	-	-	-	-	2
<u>OTHER TRADES</u>										
Miner	-	-	1	-	-	-	-	-	-	1
Welder	-	1	-	-	-	-	-	-	-	1
Mechanic	4	3	1	2	-	1	-	-	-	11
Electrician's Apprentice	1	-	-	-	-	-	-	-	-	1
<u>BUILDING</u>										
Joiner, Carpenter	-	2	5	2	3	-	2	1	-	15
Painter	-	-	1	-	-	-	-	-	-	1
Day Labourer	2	1	-	-	1	-	-	1	2	7
Plumber	-	-	-	-	1	-	-	-	-	1
<u>PROCESSING</u>										
Heavy Machine Operator	-	-	-	1	-	-	-	-	-	1
Craftsman	1	-	-	-	-	-	-	-	-	1
Don't Know	3	5	3	1	2	3	3	2	-	22
TOTAL:	20	22	18	11	15	9	9	7	4	115

TABLE 23

LABOUR FORCE BY JOB WANTED (2ND CHOICE),SEX AND AGE - MANOUANE - 1977

<u>FEMALES</u>	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	TOTAL
Teacher	-	1	1	-	-	-	-	-	-	2
Craftsman	-	-	1	-	-	-	-	-	-	1
Secretary, Shorthand-Typist	1	-	-	-	-	-	-	-	-	1
 <u>MALES</u>										
Civil Servant	-	-	-	1	-	-	-	-	-	1
Social, Community Organizer	-	1	-	-	-	-	-	-	-	1
Guide - Hunting & Fishing Camp	-	-	-	-	-	-	1	-	-	1
Game Warden	1	1	-	-	-	-	-	-	-	2
Day Labour - Maintenance	-	-	-	-	-	-	-	-	1	1
Log-roller	-	-	1	-	-	-	-	-	-	1
Welder	2	-	-	-	-	-	-	-	-	2
Mechanic	-	-	1	1	-	-	-	-	-	2
Electrician	-	-	1	-	-	-	-	-	-	1
Electrician's Mate	-	2	-	-	-	-	-	-	-	2
Carpenter	-	-	-	1	-	1	-	-	-	2
Bricklayer, Mason	-	1	-	-	-	-	-	-	-	1
General Factory Worker	-	1	-	-	-	-	-	-	-	1
Construction Worker	-	-	-	2	-	-	-	-	-	2
Other Professional Jobs	-	-	1	-	-	-	-	-	-	1
TOTAL:	4	7	6	5	-	1	1	-	1	25

Satisfaction with Present or Last Job Occupied

For the 104 persons for whom we were able to compare the job wanted with their present job or their last job (i.e. by eliminating from the sample of 141 the 16 persons with no fixed occupation and those who did not reply to the question concerning the job wanted), over half (58 persons) expressed a choice that was different from their last occupation (see Table 24).

Several (17) of these 58 persons, however, did not know what they would prefer to do.

Within the forestry sector, 28 persons would prefer another job, including 2 who wanted to stay in the forest industry and 11 who were unable to express their aspirations. The other jobs wanted by this group were varied: mechanic, game warden, craftsman, trapper, carpenter, etc.

Most of the day labourers in the building trade (8 out of 10) gave another category of employment wanted, including 4 who wanted carpentry jobs. In this case, the job wanted was so similar to the job occupied that these people cannot be considered dissatisfied.

It should be noted that the great majority of those filling professional or skilled types of jobs were satisfied with their work. Similarly, when a person held a job coveted by a large number of respondents (such as carpentry), he tended to want to keep this job.

Reasons Why Job Wanted is not Occupied

Of the 108 respondents to this question, 25 actually occupied the job they wanted. Furthermore, the main reason why the wanted job was not occupied was given as the lack of jobs (in 51 cases out of the remaining 83). The second reason invoked was lack of training (24 cases).

PRESENT OR LAST
JOB OCCUPIED

JOB WANTED

Unskilled Forest Worker	Game Warden, Club Warden	1
	Carpenter	1
	Day Labourer- Building Trade	1
Welder	Mechanic	1
Mechanic	same	1
Carpenter	Same	8
	Logger	1
	Day Labourer- Building Trade	2
House Painter	No Work	1
	Uncertain	2
Truck, Bus Driver	Game Warden, Club Warden	2
General Factory Worker	Day Labourer - Building Trade	1
	Uncertain	1
Day Labourer - Building Trade	Same	2
	Carpenter	4
	Janitor	1
	Logger	1
	Welder	1
	Uncertain	1
Foreman - Building Trade	Carpenter	1
Skilled Forest Worker	Same	1

TABLE 24
JOBS WANTED (1ST CHOICE) COMPARED WITH
JOBS OCCUPIED - MANOUANE - 1977

<u>PRESENT OR LAST JOB OCCUPIED</u>	<u>JOB WANTED</u>	
Civil Servant	Same	4
	Handicrafts Teacher	1
Administrator	Same	1
Researcher	Same	1
Teacher	Same	2
	Secretary, Shorthand-Typist	1
Recreation Monitor	Policeman	1
Check-out Clerk	Same	1
Salesman	Same	2
Storekeeper	Same	1
Manager, Assistant Manager	Same	2
Cook	Same	1
Governess-Baby-sitter	Teacher	1
Policeman, Security Officer	Same	1
	Mechanic	1
Game Warden, Club Warden	Same	1
	Mechanic	1
Day Labourer - Maintenance	Uncertain	1
Janitor	Same	3
Watchman - Guard	Game Warden, Club Warden	1
	Day Labourer - Maintenance	1
Maid, Cleaning Woman	Same	2
Logger	Same	5
	No Work	1
	Craftsman	1
	Recreation Monitor	1
	Game Warden	1
	Day Labourer - Forestry	
	Industry	2
	Mechanic	2
	Carpenter	1
	Uncertain	11
Forest Equipment Operator	Same	6
	Janitor	1
	Skilled Forest Worker	1
Log-roller	Same	2
	Hunter-Trapper	1
	Miner	1
	House Painter	1

Reasons Why Job Wanted is not Occupied (Cont'd)

Lack of training was especially mentioned when it was a question of professional or skilled jobs, i.e. teacher, recreation monitor, game warden, conservation officer, welder, mechanic, etc.

On the other hand, respondents who preferred an unskilled job such as logger, janitor, day labourer in the building trade, invoked the lack of jobs available.

Lack of experience was not mentioned by any of the respondents (see Table 25).

Job Wanted vs. School Grades Completed

We noted that, generally speaking, the aspirations of the labour force were conditioned by its training or that there was at least a relationship between the level of complexity of a job wanted and the respondent's educational level. Those who wanted to be administrators, teachers, etc. were those with the highest education; on the other hand, those who wanted unskilled jobs had less schooling as can be seen from the following table:

<u>Jobs Wanted</u>	<u>Average Grades</u>
Hunter-Trapper, Maintenance Worker, Logger, Log-roller, Unskilled Forest Worker, Undecided	0 - 6.0
Construction Worker, Craftsman, Check-out Clerk, Manager, Game Warden, Janitor, Maid, Baby-Sitter, Forest Equipment Operator, Mechanic, Carpenter, Painter, Heavy Machine Operator, Plumber	6.1 - 9.9
Welder, Skilled Forest Worker, Policeman, Salesman, Secretary, Recreation Monitor, Teacher, Administrator, Civil Servant	10.0 - 12.0

TABLE 25

NATURE OF JOB WANTED (1ST CHOICE) BY REASON
WHY THIS JOB WAS NOT OCCUPIED - MANOUANE - 1977

NATURE OF JOB	NONE	LACK OF JOBS	LACK OF TRAINING	LACK OF EXPER- IENCE	ILLNESS	OTHERS
Civil Servant	-	1	1	-	-	-
Teacher	-	-	1	-	-	-
Craftsman	-	-	-	-	-	1
Handicrafts Teacher	-	1	-	-	-	-
Recreation Monitor	-	-	1	-	-	-
Secretary, Shorthand- Typist	-	1	-	-	-	-
Salesman	-	1	-	-	-	-
Policeman	-	-	-	-	-	1
Game Warden	-	1	4	-	-	-
Day Labourer - Maintenance	-	1	-	-	-	1
Janitor	-	3	-	-	-	-
Maid, Baby-sitter	-	-	-	-	-	1
Trapper-Hunter	1	1	-	-	-	-
Logger	-	6	-	-	-	-
Forest Equipment Operator	-	2	-	-	-	-
Unskilled Forest Worker	-	2	-	-	-	-
Miner	-	1	-	-	-	-
Welder	-	-	1	-	-	-
Mechanic	-	1	6	-	-	1
Dressmaker	-	-	1	-	-	-
Electrician's Apprentice	-	-	1	-	-	-
Carpenter	-	11	2	-	-	1
House Painter	-	1	-	-	-	-
Heavy Machine Operator	-	1	-	-	-	-
Construction Worker	-	7	-	-	-	-
Plumber	-	1	-	-	-	-
Skilled Forest Worker	-	1	-	-	-	-
Undecided	-	8	4	-	1	-
No Work	-	-	1	-	-	-
TOTAL:	1	51	24	-	1	6

Place of Work Wanted

Table 26 gives the distribution of 128 respondents to the question concerning the place of work wanted. On the whole, over half the respondents wanted to work on the reserve. However, this proportion was much higher among the women and none of the latter said she preferred to work off the reserve.

Among the men, however, 17.1% said they preferred working off the reserve while 31.6% had no preference.

More than two-thirds of the respondents aged 35 and over wanted to work on the reserve while among the younger component this proportion was equal to or less than 50%. This does not mean that the young wanted to work outside more than the older respondents; on the contrary, only 8% of the young between the ages of 20 and 30 preferred working off the reserve while this proportion was over 20% for the 40 and over age group. These differences can be explained by the high percentage of young respondents who were either undecided or who expressed no preference, whereas the older respondents had marked preferences.

Place of Work Accepted

However, if the job wanted was not available on the reserve, most of the labour force, both men and women, was willing to accept work off the reserve. Out of the 124 respondents, 106 said they were ready to accept a job off the reserve, only 9 would refuse, and 10 were decided.

However, if this job meant moving the family off the reserve, the majority of the labour force would refuse it. This time, all the women would refuse to leave, whatever their age; among the men, 80.7% would refuse, only 7% would accept, the others being undecided. Those who were willing to go and live off the reserve to find a job they wanted were all under 35 years of age.

TABLE 26

PLACE OF WORK WANTED BY SEX AND AGEMANOUANE - 1977

<u>WOMEN</u>	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	TOTAL
On reserve	1	1	5	-	-	1	-	-	-	8
Off reserve	-	-	-	-	-	-	-	-	-	-
Indifferent	1	2	-	-	-	-	-	-	-	3
TOTAL:	2	3	5	-	-	1	-	-	-	11
<u>MEN:</u>										
On reserve	10	9	7	5	11	5	5	5	3	60
Off reserve	5	2	3	2	1	2	2	2	1	20
Indifferent	5	13	9	4	3	1	2	-	-	37
TOTAL:	20	24	19	11	15	8	9	7	4	117
TOTAL FOR THE BAND:	22	27	24	11	15	9	9	7	4	128

CHAPTER 8

HOUSEWIVES

Potential Labour

Among the 116 housewives who took part in the survey, 105 expressed their interest in having a paid job, 7 did not want to work outside the home and one was undecided (3 housewives, moreover, did not complete the section specifically concerning themselves). The housewives who did not want to enter the labour market were all over 30 years of age and had less than six years of schooling.

Furthermore, Table 27 gives the distribution of housewives who would like to enter the labour market by age and educational level. As it will be seen, nearly half of these housewives are under 30. There is a fairly clear break, moreover, between those who were over 30 compared with the younger women as far as education was concerned.

Indeed, while as a whole, the women who wanted to enter the labour market had completed an average of 5.9 school grades, the women under 30 had 8.4 grades whereas those aged 30 and over had an average of 3.8 grades.

Nature of Job Wanted

The jobs wanted by these housewives were concentrated in about ten sectors only as will be seen from Table 28. Handicrafts attracted the largest proportion of these women, followed by dressmaking, domestic work and child care. These three occupational categories attracted nearly 80% of the housewives hoping to enter the labour market (see Table 28) and this applied to women of all ages and different educational levels.

TABLE 27
HOUSEWIVES WANTING A PAID JOB BY AGE GROUP
AND EDUCATION - MANOUANE - 1977

<u>SCHOOL GRADES</u> <u>COMPLETED</u>	<u>A G E G R O U P S</u>									Total
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55 & over	
0	-	-	-	-	1	1	2	-	-	4
1	-	-	-	-	-	1	1	1	1	4
2	-	-	-	1	1	2	2	-	-	6
3	-	-	-	5	5	5	3	-	-	18
4	-	-	-	2	2	2	1	-	1	8
5	-	1	1	-	2	-	1	-	1	6
6	-	1	1	-	1	-	-	2	-	5
7	3	1	3	5	1	-	-	-	-	13
8	5	5	2	3	-	-	-	-	-	15
9	12	4	2	-	-	-	-	-	-	18
10	4	1	1	-	-	-	-	-	-	6
11	-	-	-	1	-	-	-	-	-	1
12	-	1	-	-	-	-	-	-	-	1
TOTAL:	24	14	10	17	13	11	10	3	3	105

Nature of Job Wanted (Cont'd)

On the average, however, the women who wanted to do handicrafts had completed 4.7 school grades, those who wanted to sew had an average of 5.9 grades. On the other hand, education was higher among those who wanted to be teachers, check-out clerks or sales clerks (8 grades), office clerks (9 grades), hairdressers (12 grades).

Only 18 housewives gave a second job preference, and once again the jobs preferred were to be found in the same main categories: handicrafts (4), dressmaker (5), cook (3), maid (2).

Most of the housewives questioned (84%) said they preferred to work a full week rather than part-time. Those who wanted to work part-time were mainly interested in dressmaking and child care.

Place of Work

Only three housewives preferred to work off the reserve, and they were all between the ages of 15 and 19. Eleven housewives said they had no preference, and eight of these women were under 25 years of age. All the others wanted to work on the reserve. Those most willing to leave the reserve were those who wanted to go into domestic service or child care.

Reasons why Housewives do not Occupy the Job They Want

Once again, the main reason why this potential labour did not work was a lack of jobs, especially for those who wanted to dressmaking or domestic work or child care. The lack of premises was mentioned several times both by women wanting to do handicrafts (24) and those wanting to do dressmaking (8). Lack of training was the most important factor among those wanting to do handicrafts;

16 women needed training in this sector, 4 in dressmaking, 2 in cooking.

The lack of materials was mentioned by 3 handicraft workers, the lack of organization by 3 and the lack of openings by 2.

The main problem does not, therefore, seem to lie in this field.

TABLE 28

NATURE OF JOB WANTED BY HOUSEWIVES (1ST CHOICE)
BY EDUCATIONAL LEVEL - MANOUANE - 1977

	0	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL
Teacher	-	-	-	-	-	-	-	-	4	-	-	-	-	4
Craftsman	3	1	4	10	4	4	2	5	2	6	-	-	-	41
Handicrafts Teacher	-	-	-	-	-	1	1	-	-	-	-	-	-	2
Officer Clerk	-	-	-	-	-	-	-	-	-	1	-	-	-	1
Check-out Clerk	-	-	-	-	-	-	-	-	1	-	-	-	-	1
Sales Clerk	-	-	-	-	-	-	-	-	1	-	-	-	-	1
Cook	-	-	-	1	-	-	-	2	-	1	-	1	-	5
Maid, Child care	1	-	1	2	-	1	1	3	3	5	1	-	-	18
Hairdresser	-	-	-	-	-	-	-	-	-	-	-	-	1	1
Dressmaker	-	3	1	4	3	-	-	3	2	4	4	-	-	24
Undecided	-	-	-	1	1	-	1	-	2	1	1	-	-	7
TOTAL:	4	4	6	18	8	6	5	13	15	18	6	1	1	105

CHAPTER 9

STUDENTS

In all, 49 students belonging to the band were interviewed and expressed their hopes for the future.

The great majority of them (73%) intended to continue living on the reserve and to settle there permanently. This proportion was slightly higher among the women. Only 2 women and 3 men said they intended to leave the reserve, i.e. 10% of the sample. Finally, 8 persons were undecided on this question.

According to the students' replies, it would be hard to predict any definite migratory movement off the reserve during the next ten years. Indeed, the students were among the young persons most likely to want to leave since they had a better education than the other young people of the band and could therefore find work more easily.

Expected Educational Level

These students expected to complete their studies, generally speaking, with the completion of their secondary course. Indeed, 30 students out of 49 said they wanted to continue their studies up to Secondary V and the average educational level expected, both for boys and girls, was 12 school grades (12.1 for girls; 12.4 for boys).

Students aged 20 and over had already attained this educational level and wished to complete their university studies (see Table 30).

TABLE 29
FUTURE PLACE OF RESIDENCE WANTED BY STUDENTS
BY SEX AND AGE - MANOUANE - 1977

<u>Sex</u>	<u>Age Group</u>	<u>On Reserve</u>	<u>Off Reserve</u>	<u>Undecided</u>
Female	10-14	5	0	2
	15-19	9	2	1
	20-24	1	0	0
	Total	15	2	3
Male	10-14	4	1	0
	15-19	15	1	5
	20-24	0	1	0
	25 & over	1	0	0
	Total	20	3	5
TOTAL:		35 (72.9%)	5 (10.4%)	8 (16.1%)

TABLE 30
STUDENTS BY AGE, SEX, AND EXPECTED
EDUCATIONAL LEVEL - 1977 - MANOUANE

Educational

<u>Level</u>	<u>10-14</u>		<u>15-19</u>		<u>20-24</u>		<u>25 & over</u>		<u>Total</u>		
	M	F	M	F	M	F	M	F	M	F	T
9	0	0	0	1	0	0	0	0	0	1	1
10	0	0	1	2	0	0	0	0	1	2	3
11	0	0	3	2	0	0	0	0	3	2	5
12	5	5	14	6	0	0	0	0	19	11	30
13	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	1	0	1	0	1
17	0	0	1	0	0	1	0	0	1	1	2
18	0	0	0	1	1	0	0	0	1	1	2
Don't know	0	3	2	0	0	0	0	0	2	3	5
TOTAL:	5	8	21	12	1	1	1	0	28	21	49

Fields of Study

As shown in Table 31, certain fields of study particularly attracted students, i.e. welding and mechanics for the boys, and dressmaking and the health sciences for the girls.

Drop-outs and Academic Difficulties

Most of the students questioned, i.e. 21 out of the 41 replying to this question, had no intention of abandoning their studies. The reasons mentioned by those who might eventually become drop-outs were varied: some (3) were not satisfied with the school, others were having difficulties with their school work, etc. However, it should be noted that the higher the level attained, the less the students thought they would drop out before achieving their objective.

Similarly, about half of the students (24 out of the 29 who replied) said they had no difficulty at school. None mentioned that distance or their financial situation might make things difficult for them. Most of the difficulties they mentioned were strictly related to academic questions, difficulties with maths, French, physics, etc.

Jobs Wanted

The jobs wanted obviously corresponded with the fields of study mentioned in the previous table. Some of the girls replied to this question although they had not indicated a preferred field of study, the situation being the contrary among the boys.

The jobs wanted were therefore those of welder and mechanic for the boys and dressmaker for the girls.

TABLE 31
STUDENTS BY SEX, AGE AND FIELD OF STUDY
MANOUANE 1977

	<u>A G E G R O U P</u>				
	10-14	15-19	20-24	25 & over	TOTAL
<u>Female</u>					
History, Social Sciences	-	1	-	-	1
Teaching	1	-	1	-	2
Dressmaking	-	6	-	-	6
Graduate Nurse	2	-	-	-	2
Nursing Aide	1	1	-	-	2
Hairdresser	1	1	-	-	2
TOTAL:	5	9	1	-	15
<u>Male</u>					
Teaching	-	1	-	-	1
Social Work	-	-	1	-	1
Linguistics	-	-	-	1	1
Surveying	-	1	-	-	1
General Mechanics	4	1	-	-	5
Automobile Mechanics	-	1	-	-	1
Electricity	-	1	-	-	1
Carpentry	-	1	-	-	1
Welding	1	9	-	-	10
General Secondary Education	-	3	-	-	3
TOTAL:	5	18	1	1	25
<u>GRAND TOTAL:</u>	10	27	2	1	40

Job Wanted (Cont'd)

The place of work wanted also remained the reserve in the majority of cases. In all, 30 students wanted to work on the reserve, 10 off the reserve, and 9 were undecided or had no preference. The girls, however, were more interested in working on the reserve than the boys (71% of the girls indicated the reserve as opposed to 57% of the boys).

It should be noted that all the younger students between the ages of 10 and 14 wanted to work on the reserve, whereas several boys aged 15 to 19 preferred to work off the reserve or had no preference. Perhaps the younger boys were still very dependent on their families, which influenced their decision at the time. It may be assumed that in a few years time their intentions will probably be similar to those of the 15-19 year olds.

Those who preferred to work off the reserve after completing their studies hoped to work in the following fields: social work (2), domestic work (1), dressmaking (1), welding (4).

Finally, all those who had taken mechanics wanted to work on the reserve, as well as the 5 girls who had chosen dressmaking.

TABLE 32
STUDENTS BY JOB WANTED AND SEX
MANOUANE - 1977

<u>Job Wanted</u>	<u>Males</u>	<u>Females</u>
Social Worker	1	1
Teacher	1	2
Indian Language Teacher	1	0
Graduate Nurse	0	2
Nursing Aide	0	1
Guide, Canoer	1	0
Sales Clerk	0	1
Domestic Service, Child Care	0	1
Hairdresser	0	2
Welder	9	0
Mechanic	6	0
Dressmaker	0	7
Electrician's Mate	1	0
Carpenter	1	0
Don't know	2	1
TOTAL	23	18

CONCLUSION

The Manouane labour force survey, in which many members of the band took part, revealed a fairly accurate picture of the situation.

The highlights are as follows:

- The mother tongue of the Manouane Indians is still Attikamek, which is known by all of them. However, the great majority of the population also knows French. Those speaking only Attikamek are mainly the elderly, no longer in the labour force.
- The educational level of the population as a whole is still low since, on the average, the level attained corresponds with the completion of elementary studies, but progress in this field is very obvious and Manouane has become the best educated reserve in the St. Maurice region.
- Almost all the men under 35 years of age have taken short training courses, especially in general elementary and secondary education.
- The increase in the educational level seems to make job-hunting easier since the average level of persons employed at the time of the inquiry was much higher (2.4 grades) than those who were unemployed.
- The younger members of the band still in school hope to complete their secondary studies. Only 10% of these youngsters expect to go and settle permanently off the reserve.
- The young students hope to become tradesmen (mechanics, welding); the girls are attracted by the health sciences and dressmaking.

- The manpower is now concentrated (61.1%) in two fields: the forest industry and building. Of all the reserves in the La Mauricie region, Manouane is nonetheless the one where jobs are the most diversified.
- Unemployment dropped between the beginning and end of the period covered. It nonetheless remains high (67% on the average).
- About 50 persons are more or less chronically unemployed and they contribute considerably to the high unemployment rates.
- Unemployment is very high among young men under the age of 25. Several of these young men have never worked and have no skills in any specific field.
- The decrease in unemployment is due to the increase in jobs among the forest equipment operators, loggers, carpenters and construction workers.
- These jobs were mainly created by the band council, which has become the main employer at Manouane.
- About 50 men and 25 women are regularly engaged in traditional activities. However, most of the men still take part in them even though not on a regular basis.
- Sixteen percent of the labour force preferred traditional activities to a paid job, whereas 46% preferred to alternate between traditional activities and a paid job.
- The younger members of the band are also interested in traditional activities or in jobs related to the natural environment (fire warden, club warden).
- Half of the labour force prefers to work on the reserve, but almost all are willing to work outside if they can continue to live on the reserve.

- Most of the women are ready to enter the labour market in fields such as handicrafts, dressmaking and child care.

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