

CHAIR IN EDUCATIONAL LEADERSHIP (CEL)
IN INDIGENOUS FORESTRY



PROMOTIONAL DOCUMENT

INSIGHTS INTO EMPLOYERS' ATTITUDES
AND BEHAVIORS REGARDING INDIGENOUS
WORKFORCE DIVERSITY

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PROMOTIONAL DOCUMENT: INSIGHTS INTO EMPLOYERS' ATTITUDES AND BEHAVIORS REGARDING INDIGENOUS WORKFORCE DIVERSITY

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Indigenous employees as a solution to labour shortages in the natural resources sector

In Quebec, the natural resources sectors are affected by a scarcity of labour. At the same time, many Indigenous communities want to more fully participate in their region's economy. In this context, a multidisciplinary research team led by Professor Jean-Michel Beaudoin of Laval University conducted a study to better understand the factors that influence Indigenous participation in the labour market.

A survey was conducted among 127 employers in the Quebec forest sector, including 18 Indigenous employers. In addition, interviews were conducted with employers in the mining, forestry and fisheries sectors to document their attitudes and behaviours towards Indigenous employees, as well as their practices to promote the cultural diversity of workers. The study findings identify possible solutions to create a culturally relevant and safe environment for Indigenous workers,

including personalized follow-up, the implementation of a mentoring program, or the hiring of liaison officers who can assist in community recruitment, labour relations and career advancement. It is also necessary to contribute to intercultural bridge-building by providing training on Indigenous realities and cultures to all employees. While contexts vary from one sector to another, the results show that the recruitment, integration and retention of Indigenous employees is positively influenced by the fact that a business is owned by Indigenous peoples, by partnerships between businesses and communities, and by legal and judicial obligations.

With the results from this study, which are summarized in a table of good practices, it is now possible to design more effective measures for the recruitment, integration and retention of indigenous workers in the natural resource sectors.

