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"Nunavik's Labour Market and Educational Attainment Paradox"

Nunavik, the northern Quebec region of Inuit Nunangat, enjoys the strongest labour market performance relative to the other three Inuit Nunangat regions, despite the fact that it has the weakest educational attainment outcomes. For example, Nunavik's employment rate was 54.1 per cent in 2011, while the aggregate employment rate for Inuit Nunangat was only 45.6 per cent. In this paper, we identify a number of factors that explain this paradoxical outcome. The more important factor is child care services. In particular, due to the implementation of the Quebec Government's family policies in the late-1990s, Nunavik has the greatest availability of child care services and the lowest daily child care fee in the four Inuit Nunangat regions. Both the greater supply of child care and the low cost have resulted in large increases in female labour force participation since 1996.