

The impact of major mining projects on Inuit employment and residency in the Canadian Sub-arctic

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Outline

- Employment at Raglan
- Employment at Voisey's Bay
- Employment at Inuit businesses in the region
- Training needs in Nunavik and Nunatsiavut



Geographical Context of Our Study

Nunavik

- Raglan Mine and Canadian Royalties
- Nickel and copper
- First IBA signed in Canada in 1995
- Glencore

Nunatsiavut

- Voisey's Bay Mine
- Nickel was discovered in 1993
- nickel-cobalt-copper concentrate and copper concentrate.
- Agreement signed between stakeholders (2002-2005)
- Vale



Methods

- **Focus groups** in Kuujjuaq (2015) with business reps from Nunavik and Nunatsiavut
- **Inuit business Survey** in person with businesses in Nunavik and Nunatsiavut (2016/2017)
- Analysis of employment, revenue, income data and training data from mining companies and Statistics Canada
- Follow up workshops in communities to present and interpret findings (2017/ 2018)

Governance and Inuit Employment Rates

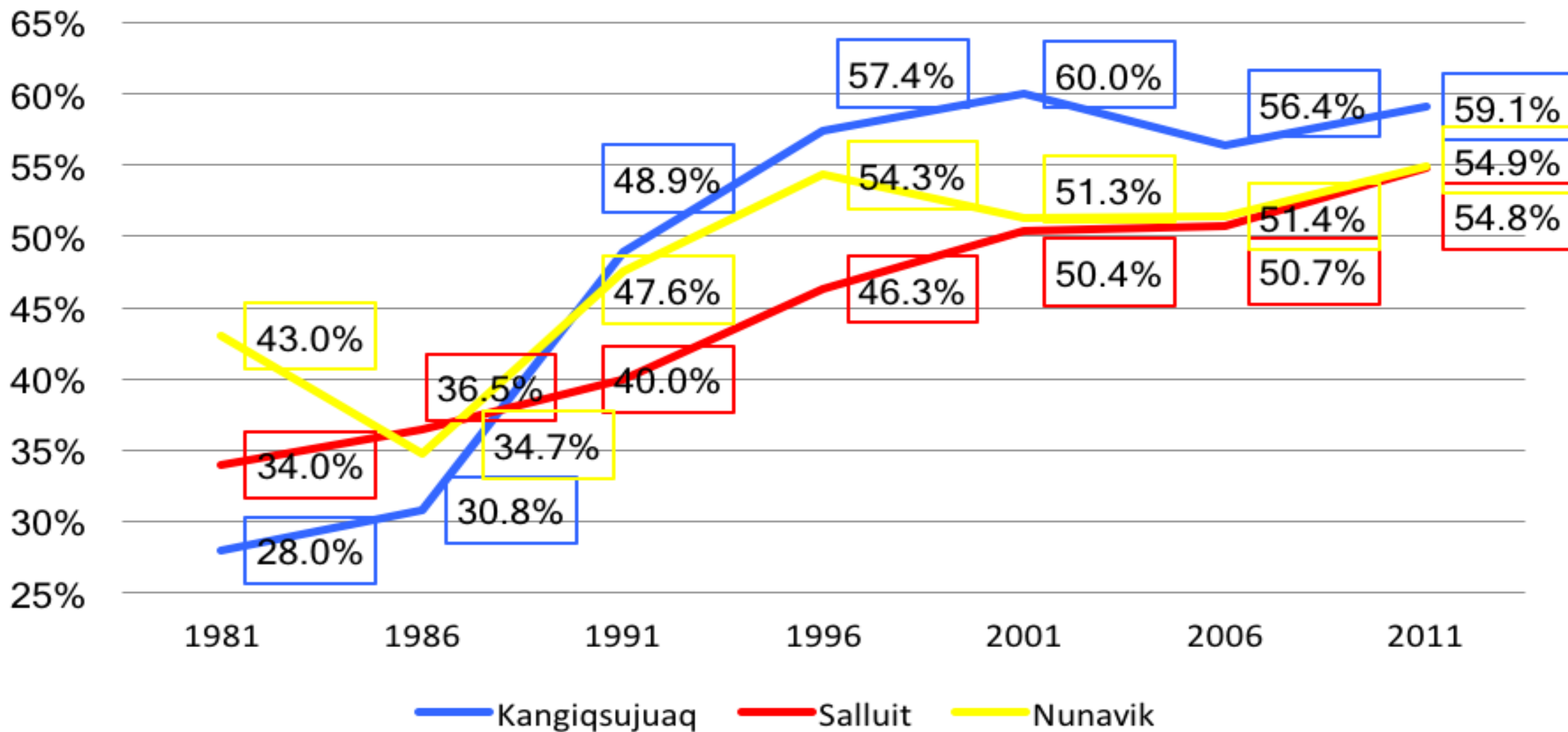
Nunavik

- Kativik Regional government, Makivik, Landholding Corporations, Coop (FCNQ)
- 18-20 % Inuit employment at Raglan
- 10 % Inuit employment at Canadian Royalties

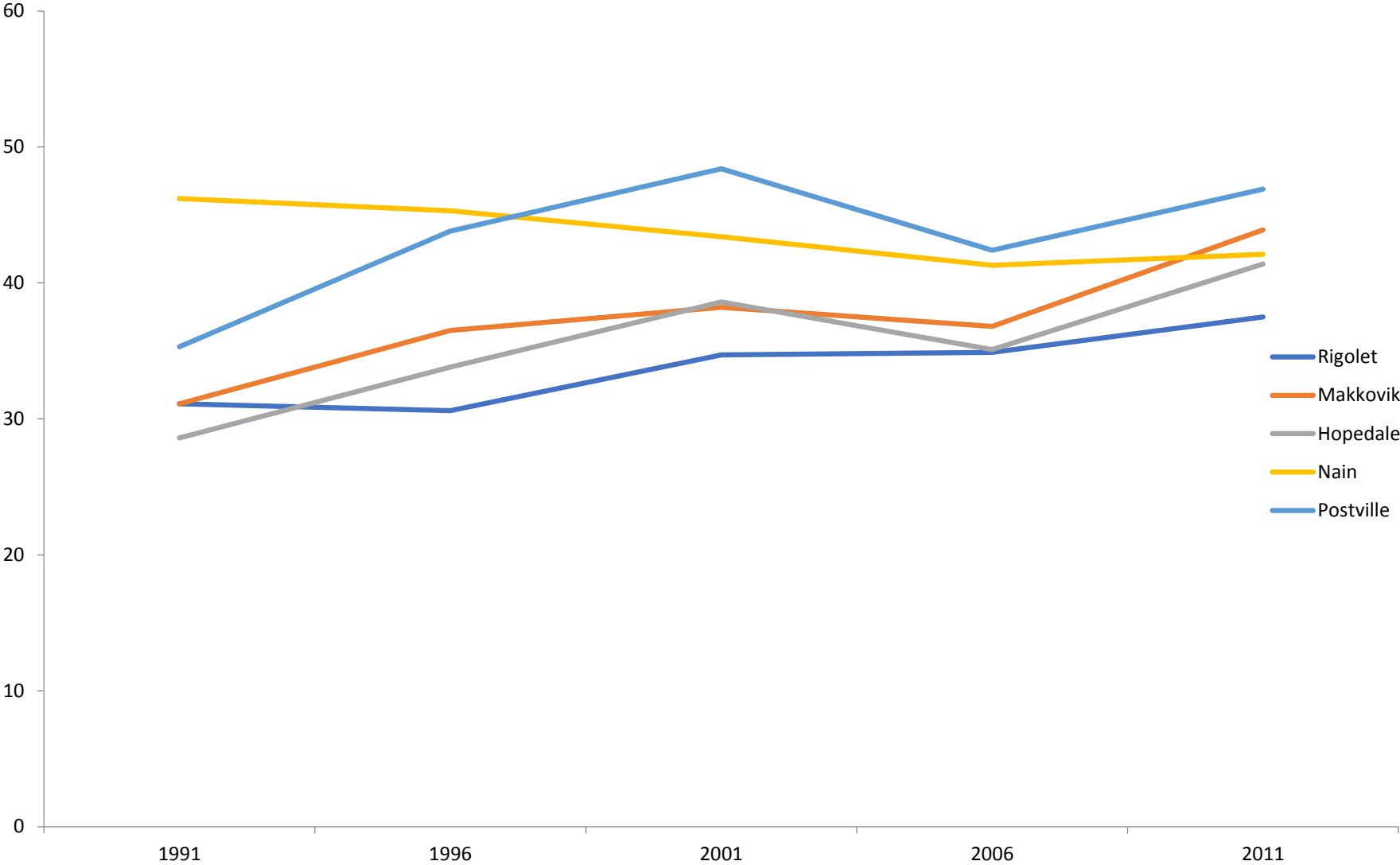
Nunatsiavut

- Regionally elected government
- Nunatsiavut Group of Companies
- Around 42-45% Inuit employment at Voisey's Bay

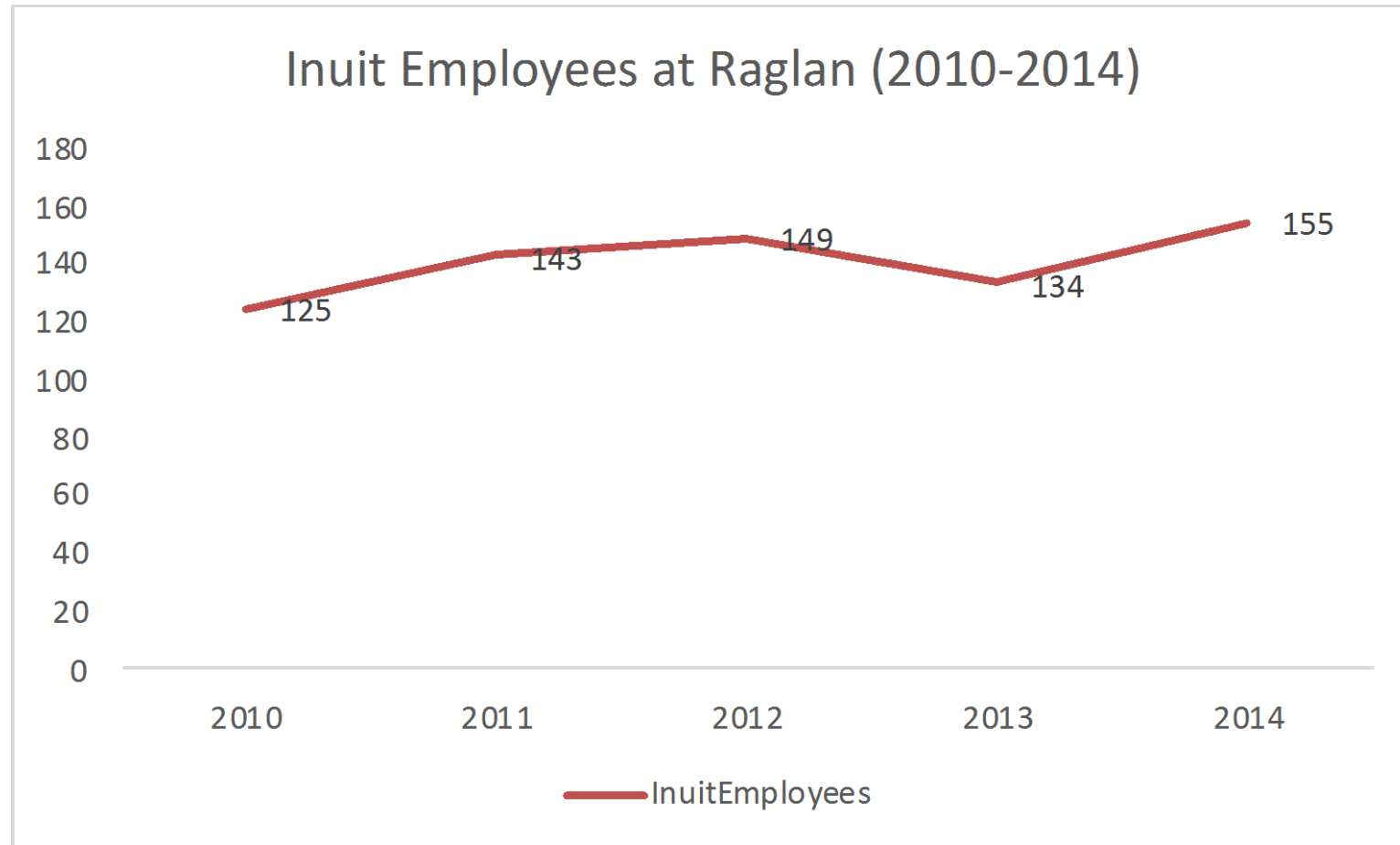
Employment rates



Employment Rates in Nunatsiavut

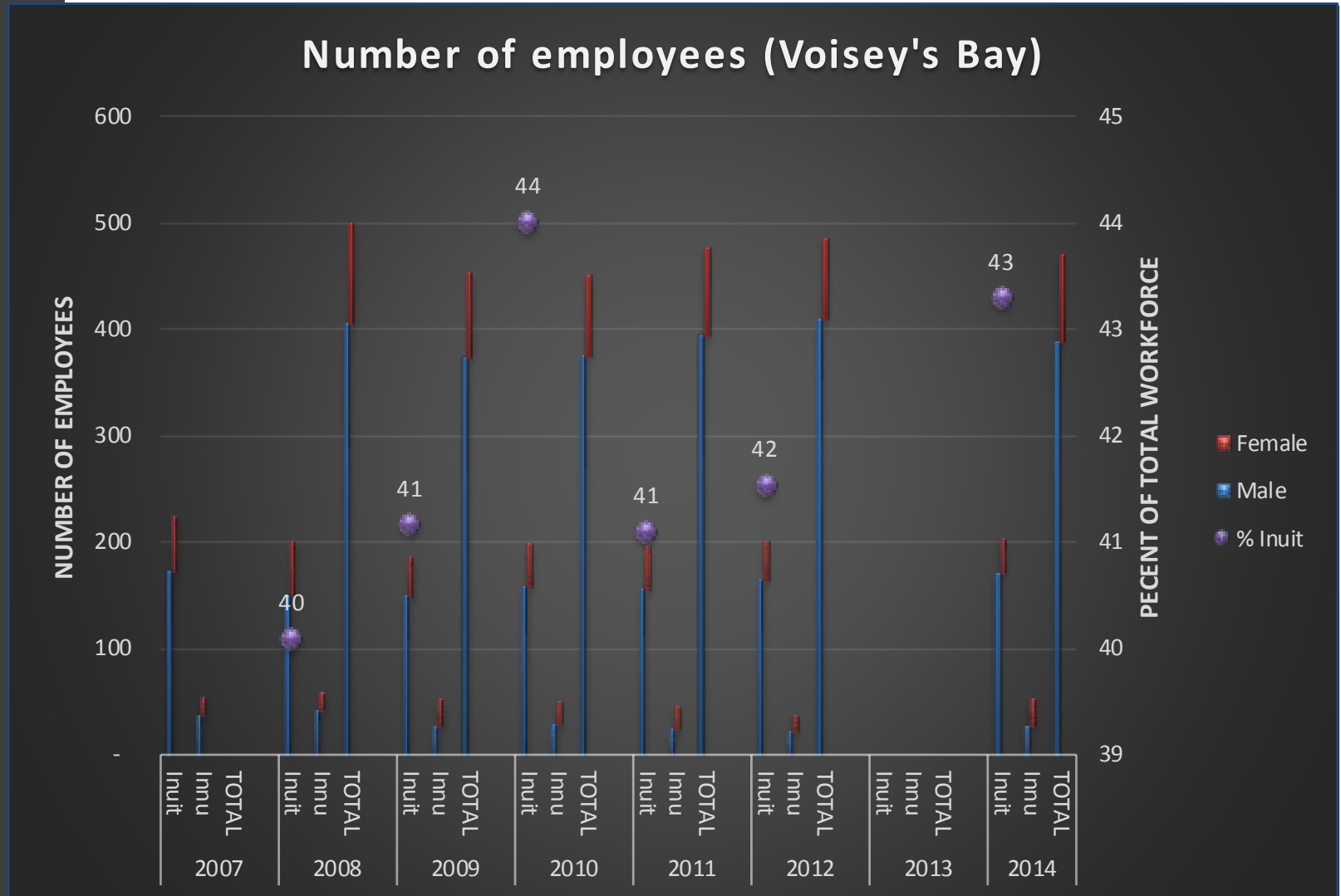


Employment Changes at Raglan

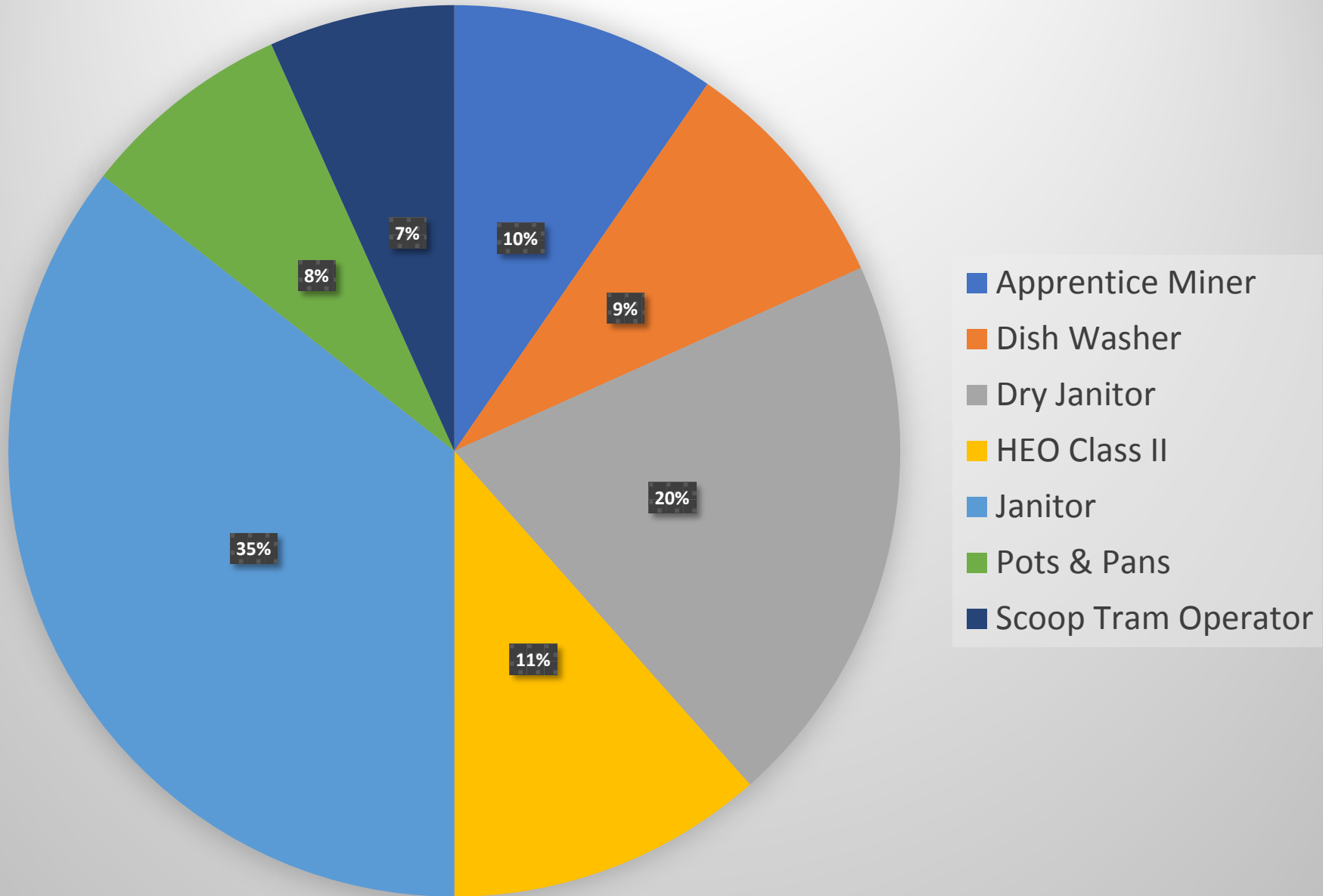


Employment by Gender

- Between 2007-2014 Inuit women occupied one fifth of Inuit employment at Voisey's Bay

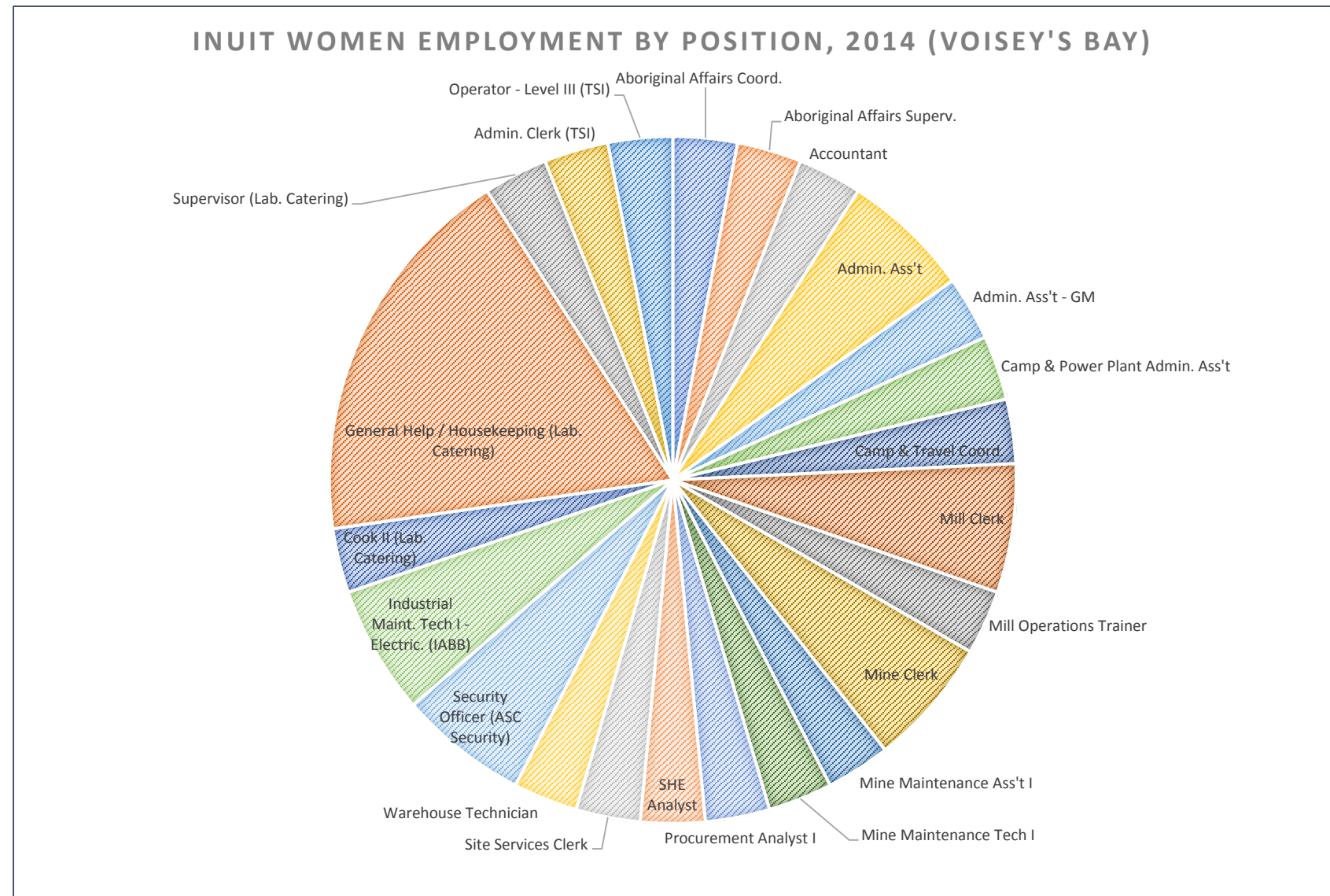


Inuit Employment by Type for Raglan Mine in 2014



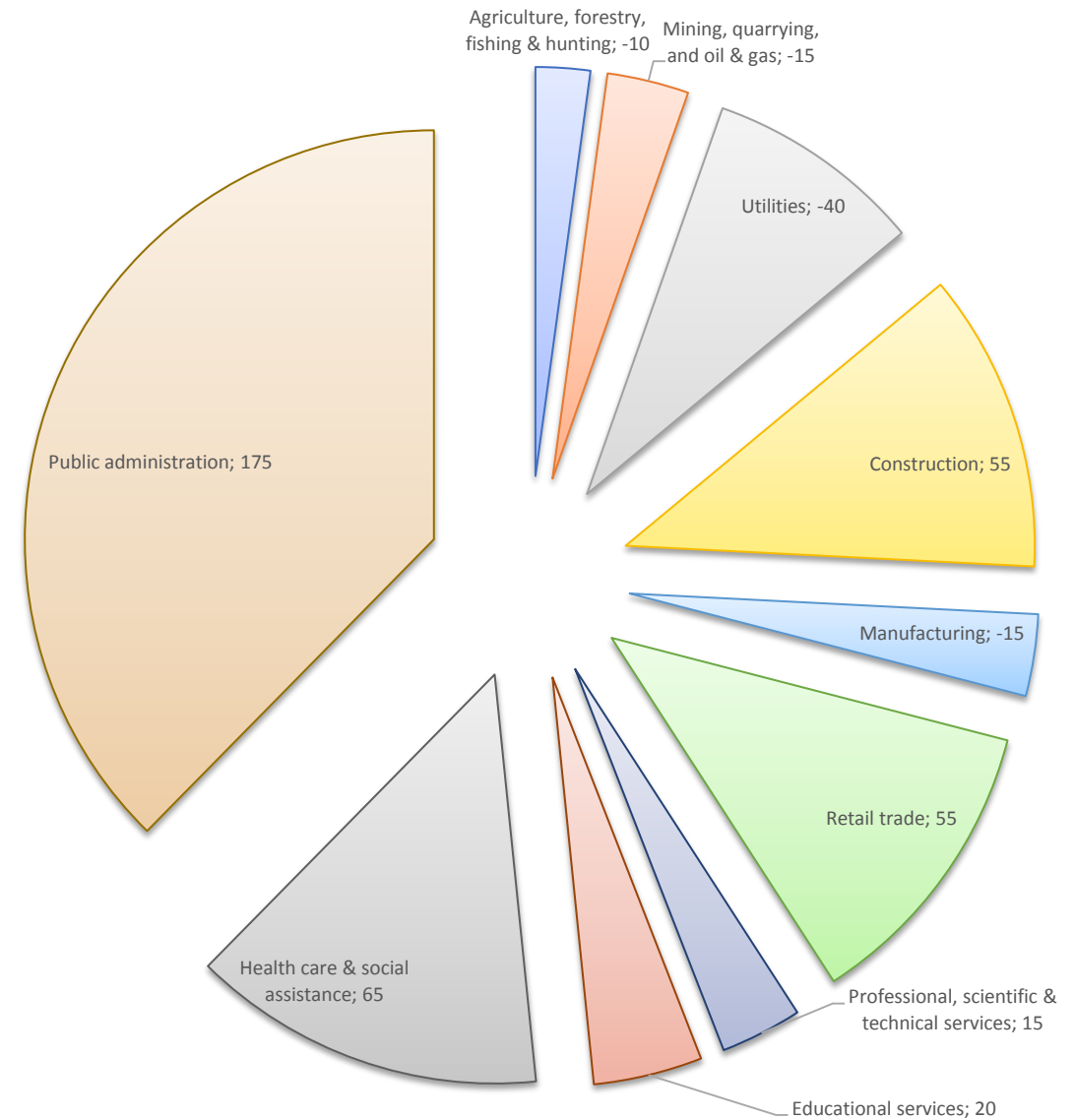
Women employment at Voisey's Bay

- Slight overrepresentation of Inuit women in the housekeeping category



Change in employment by sector in Nunatsiavut

- Increase in employment in Nunatsiavut primarily driven by jobs in Public Administration
- Discrepancy with figures from Vale which indicate -2 people worked at Voisey's Bay from Nunatsiavut in 2011

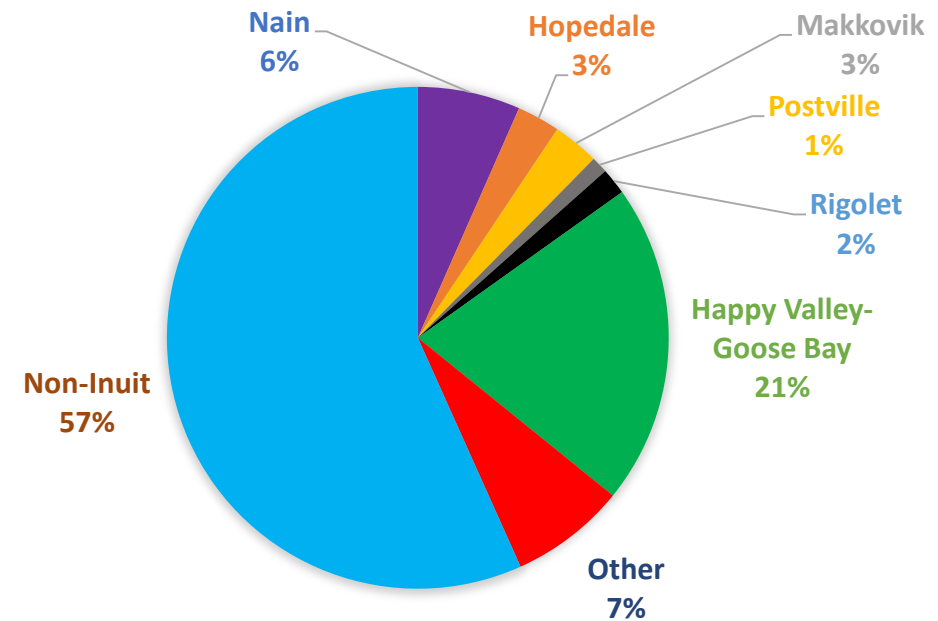


Change in workforce by industry, 1996-2011 (Nunatsiavut)

Employment at Voisey's Bay

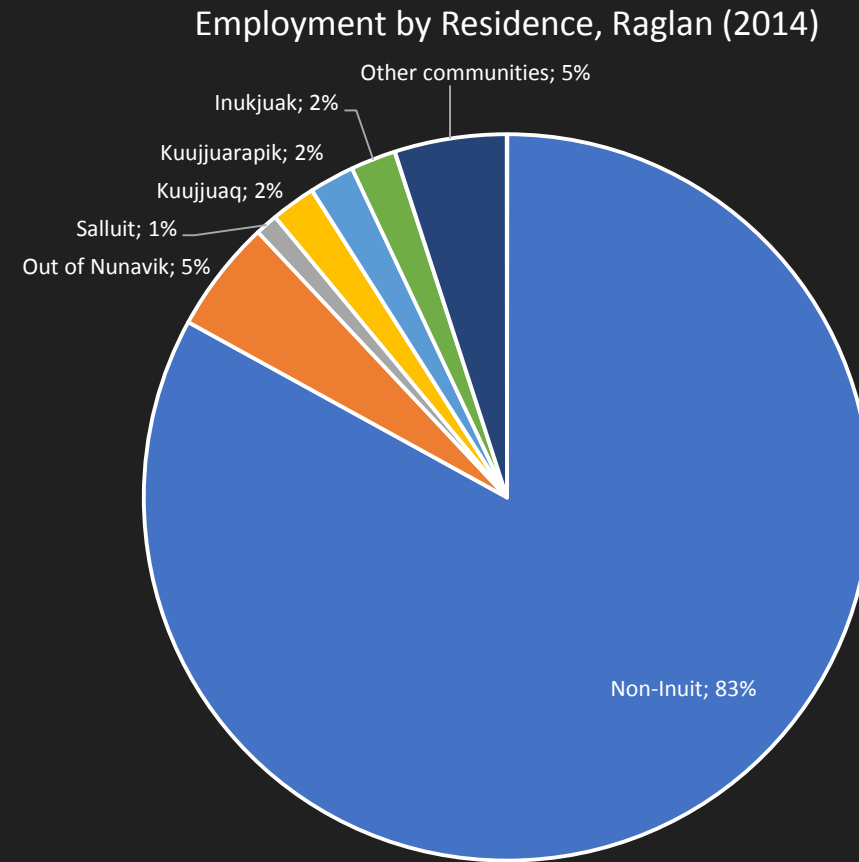
- 15% of Employees reside in Nunatsiavut
- 57% of Employees are non-Inuit

EMPLOYMENT BY RESIDENCE, VOISEY'S BAY (2014)



- 17% Inuit employment
- 5% of Inuit employees reside outside of Nunavik

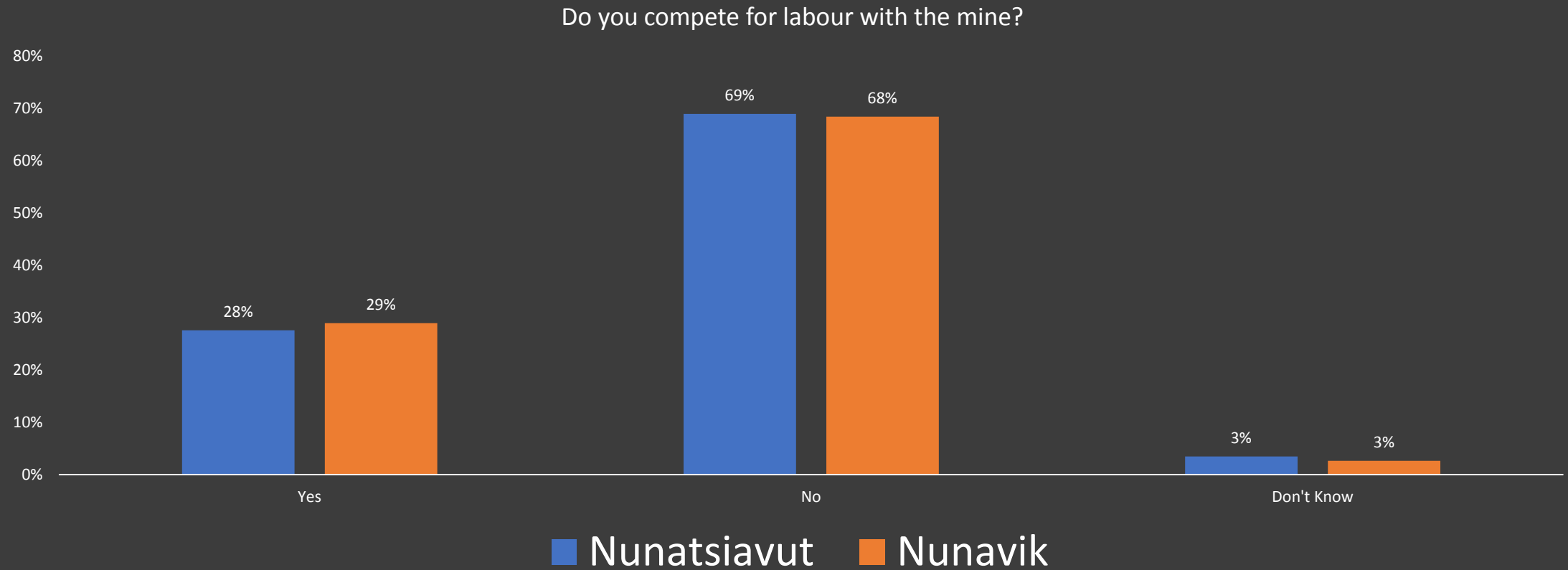
Employment at Raglan by Residence





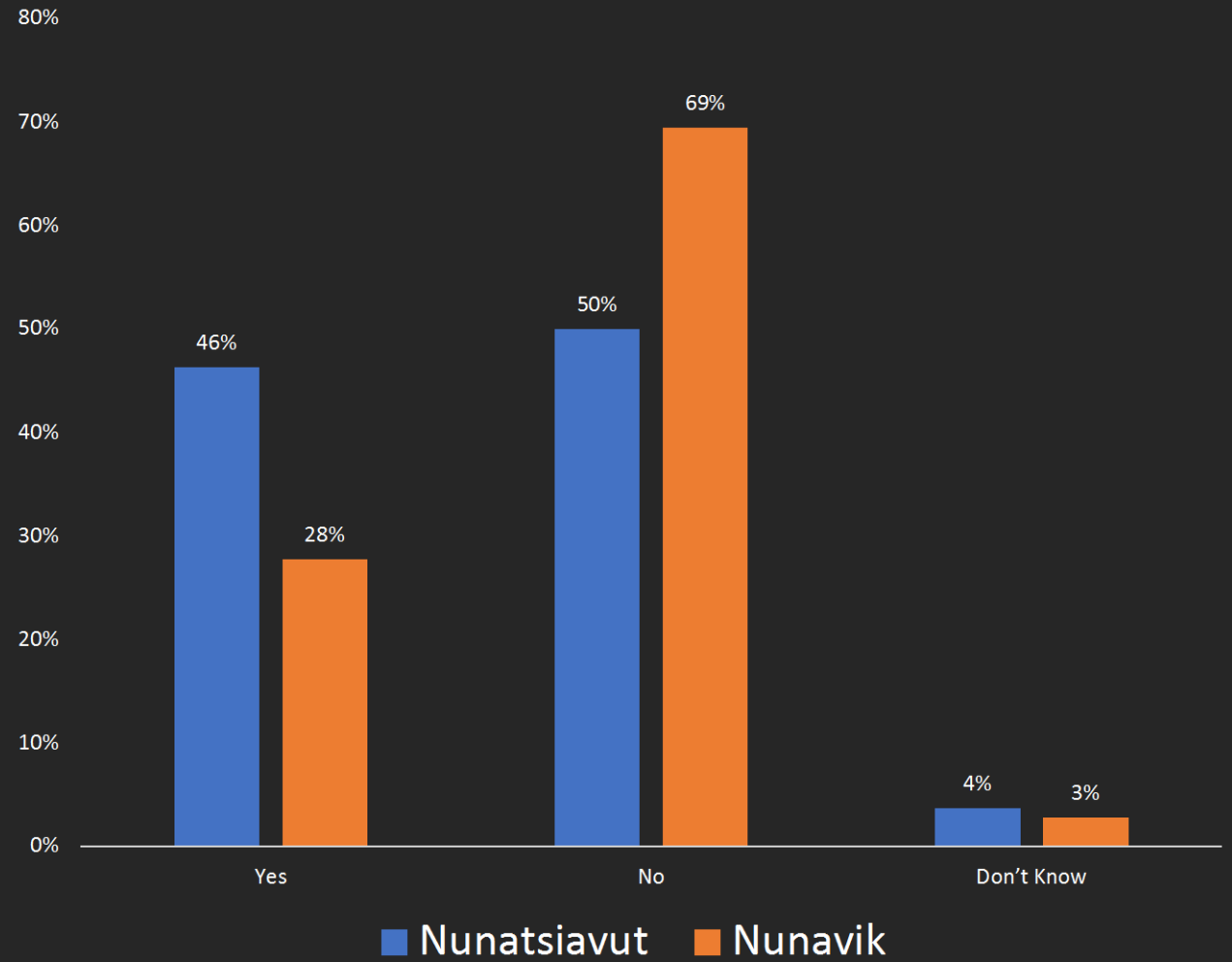
Employment by Inuit Businesses

Finding Qualified Employees

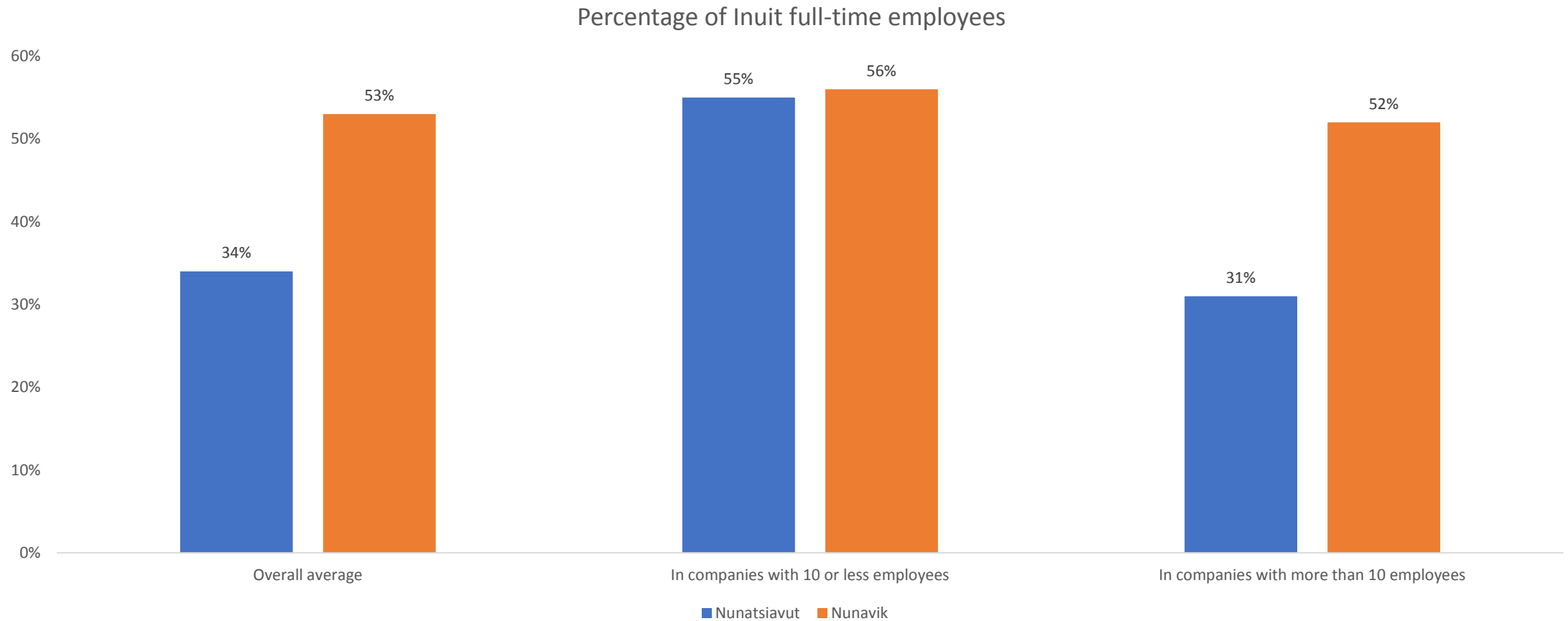


Wage Inflation?

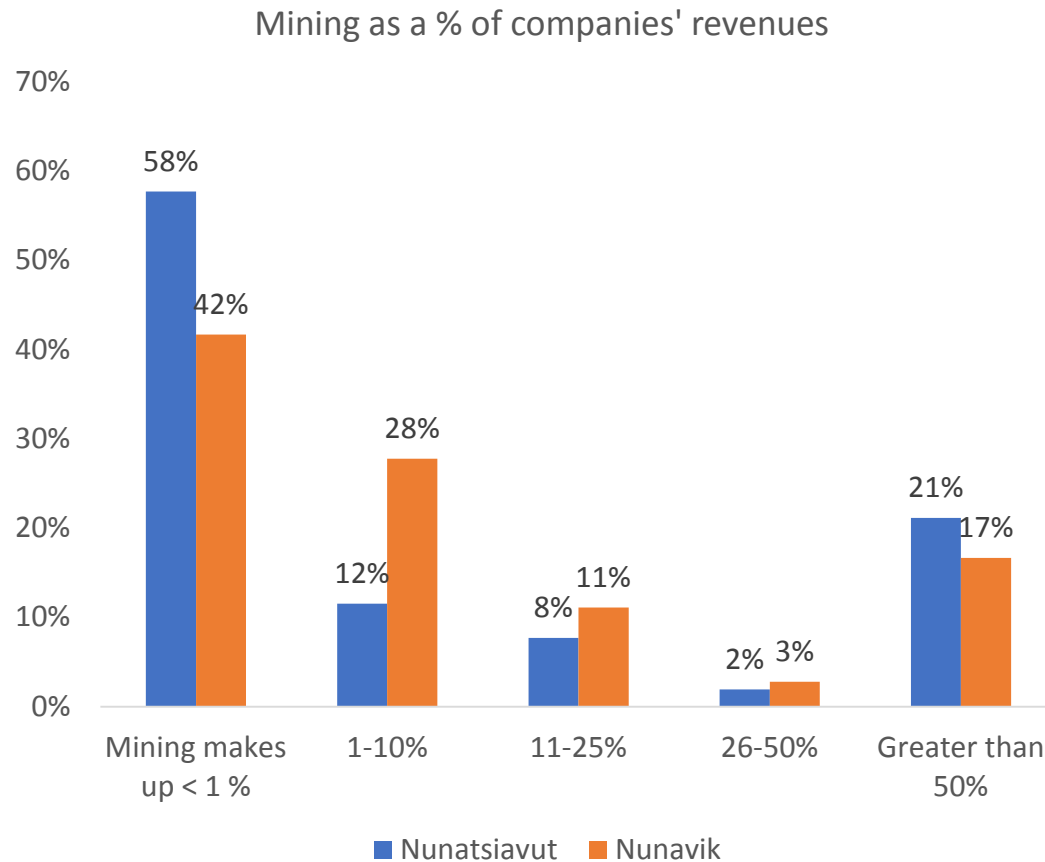
Do mines impact the wages you have to pay?



Level of Inuit, Full-time Employment

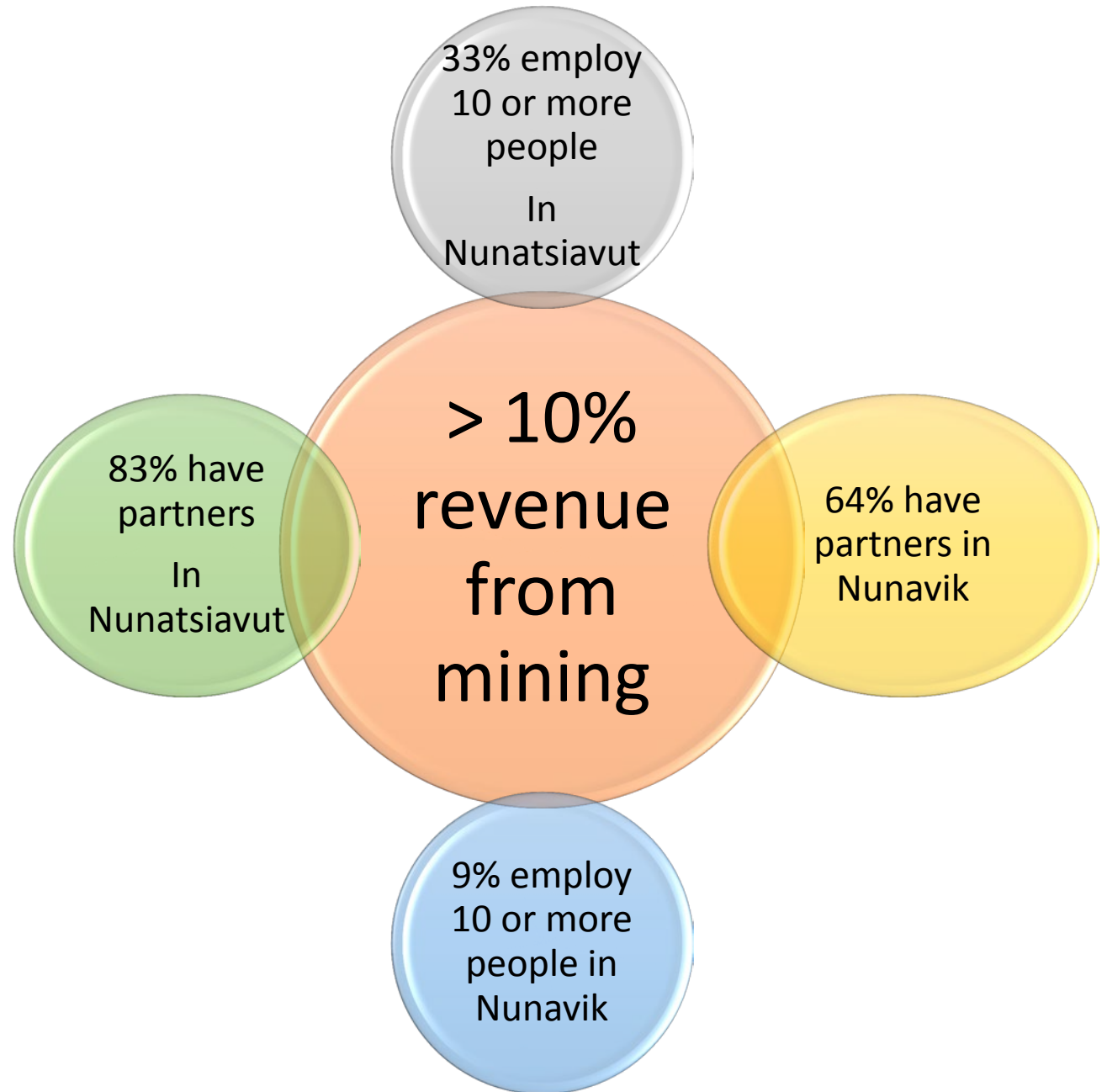


Revenues related to mining and exploration activity



- For a vast majority of businesses in both Nunavik and Nunatsiavut, mining related activities are not a significant source of revenue
- Mining comprises 10% or less of business revenues for 70% of the businesses surveyed throughout Nunavik and Nunatsiavut

Benefits of Partnerships

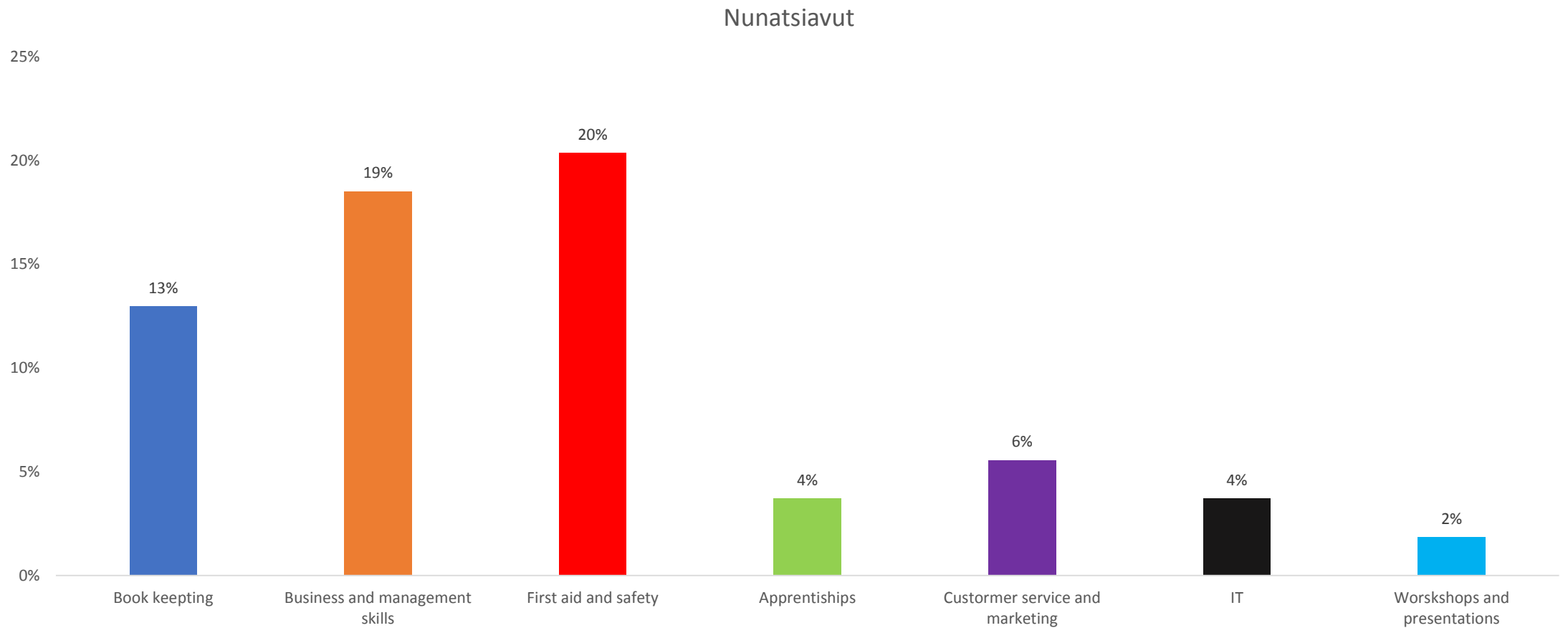




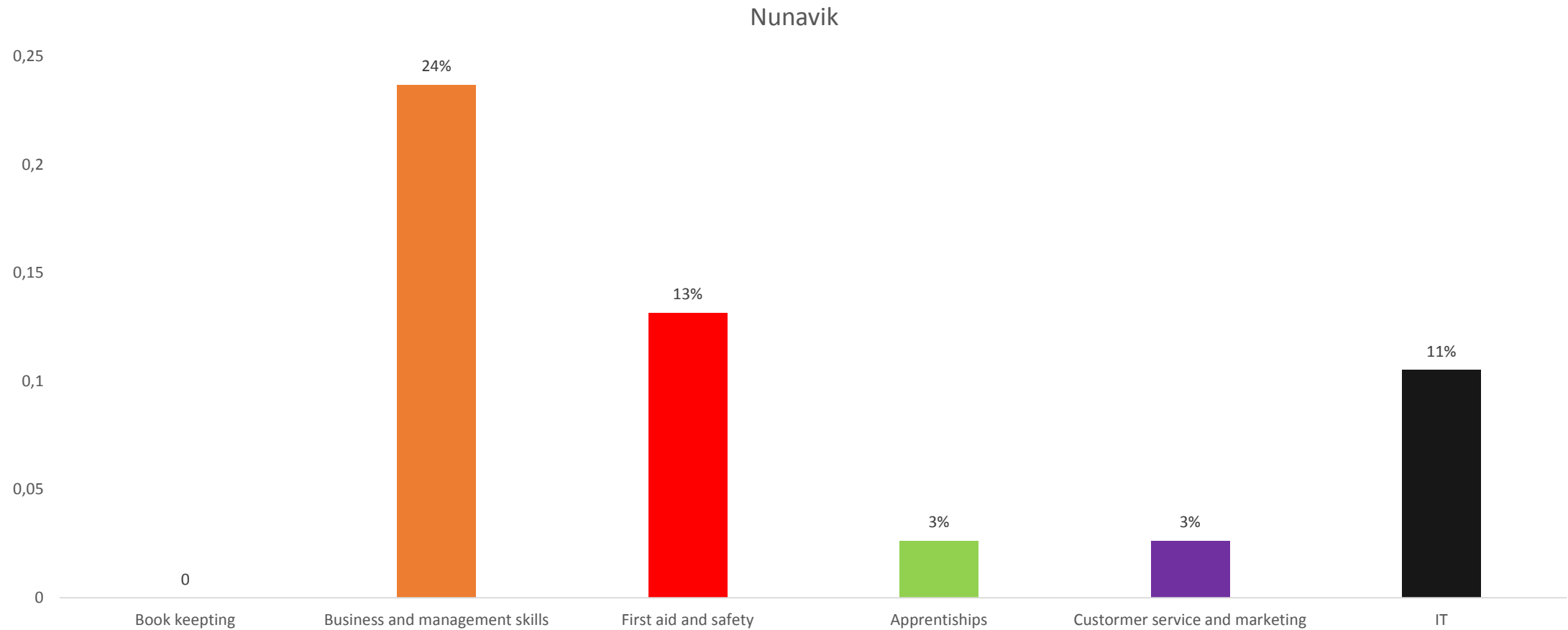
Training Needs

related experience health confidence currently
computerized service school marketing workshops opportunities
government courses specific tourism
mining conference website doing governments
ways software skills support necessary
plants now more whatever occupation
system culture programs myself better operation
ourselves offered keeping all remediation confined fall Bay
sure arrest John's soap offer underground Learn
administration help technical space one depends writing point
construction cultural aid understanding
about Bookeeping field safety different
book advising retail sales only traditional oriented
understand etc accounting new presentations sowing
year previous employees first anything fleet
bookkeeping company employee maintenance planning ideas boating
development equipment

Nunatsiavut Training Needs



Nunavik training needs





Conclusion



New metrics are needed

- Employment duration and experience rather than rate
- Quality of jobs and proportion of payroll going to Inuit employees
- Factor migration into Fly-in-fly-out employment:
 - What proportion of employees are staying in their communities
 - What proportion of employees are staying in the self-governance region?
- Towards Sustainable Mining should encourage regular collection and sharing of that data

Further considerations

- Supporting family members back in the community when family members are at the mine site (Inuit audience question at Nunavik Mining Workshop 2018)
- Seasonal employment at the mine?
- Could work 6 months in winter?
- Job sharing opportunities?
- Investment by mining companies in housing in local indigenous communities to avoid migration to outside the region

Future research questions

How to partner up while providing more local indigenous employment opportunities?

Link between training centers, housing availability, cultural identity and migration

How to improve female labour participation and female local entrepreneurship?

Dynamics between cultural integration and employment duration, promotion and turnover rates?