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

A. Belayneh, S. Schott (Carleton University)
J-S Boutet (KTH Stockholm)
T. Rodon (Université Laval)
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 Changes at Raglan

Inuit Employees at Raglan (2010-2014)

![Graph showing employment changes from 2010 to 2014.](image-url)
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

- Apprentice Miner: 35%
- Dish Washer: 11%
- Dry Janitor: 20%
- HEO Class II: 10%
- Janitor: 8%
- Pots & Pans: 7%
- Scoop Tram Operator: 9%
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
Employment at Voisey’s Bay

- 15% of Employees reside in Nunatsiavut
- 57% of Employees are non-Inuit
Employment at Raglan by Residence

- 17% Inuit employment
- 5% of Inuit employees reside outside of Nunavik
Employment by Inuit Businesses
Finding Qualified Employees

Do you compete for labour with the mine?

- Yes: 28% Nunatsiavut, 29% Nunavik
- No: 69% Nunatsiavut, 68% Nunavik
- Don't Know: 3% Nunatsiavut, 3% Nunavik
Wage Inflation?

Do mines impact the wages you have to pay?

- Yes: 46% (Nunatsiavut: 50%, Nunavik: 28%)
- No: 69% (Nunatsiavut: 69%, Nunavik: 50%)
- Don't Know: 4% (Nunatsiavut: 4%, Nunavik: 3%)
Level of Inuit, Full-time Employment

Percentage of Inuit full-time employees

- Overall average
  - Nunatsiavut: 34%
  - Nunavik: 53%

- In companies with 10 or less employees
  - Nunatsiavut: 55%
  - Nunavik: 56%

- In companies with more than 10 employees
  - Nunatsiavut: 31%
  - Nunavik: 52%
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

- >10% revenue from mining
- 83% have partners in Nunatsiavut
- 33% employ 10 or more people in Nunatsiavut
- 64% have partners in Nunavik
- 9% employ 10 or more people in Nunavik
Training Needs
<table>
<thead>
<tr>
<th>Skill</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bookkeeping</td>
<td>13%</td>
</tr>
<tr>
<td>Business and management skills</td>
<td>19%</td>
</tr>
<tr>
<td>First aid and safety</td>
<td>20%</td>
</tr>
<tr>
<td>Apprenticeships</td>
<td>4%</td>
</tr>
<tr>
<td>Customer service and marketing</td>
<td>6%</td>
</tr>
<tr>
<td>IT</td>
<td>4%</td>
</tr>
<tr>
<td>Workshops and presentations</td>
<td>2%</td>
</tr>
</tbody>
</table>
Nunavik training needs

- Business and management skills: 24%
- First aid and safety: 13%
- IT: 11%
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?